

Montefiore Einstein 2023–2024 Sustainability Report



Montefiore Einstein

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A Message from Our Leadership

Dear Montefiore Einstein Community and Patients,

On behalf of Montefiore Einstein, I am proud to share our inaugural sustainability report. This report reflects our enduring commitment to heal, teach, discover and advance health amid a changing climate—and to share our progress with the Montefiore Einstein community.

Sustainability has been core to Montefiore Einstein's mission for many years, and I'm pleased to share that we've reached some remarkable milestones. Behind each achievement is a vast network of people who have helped to advance our progress: from the technicians auditing and upgrading our buildings, to the world-class doctors developing sustainable clinical practices, to the professors teaching our medical students about the nexus of climate change, food systems and health.

Of course, as a pillar institution, our impact extends far beyond our doors and through the streets of New York, which are on the front lines of the climate crisis. That's why we've worked alongside our neighbors to clean parks, plant trees and improve water quality in the Bronx River, among other initiatives.

This is only the beginning. In this report, you can read about our plans to make our buildings even more energy efficient, expand access to electric vehicle charging stations, train our staff to pursue sustainability in every aspect of their work, advocate for local policies that safeguard access to green spaces and so much more.

The highlights in these pages are only possible because of our shared contributions. It will take all of us to build on our achievements to further enrich lives and transform healthcare in the Bronx and beyond. We are grateful for your partnership on this journey and eager for the work ahead.

Sincerely,

A handwritten signature in black ink that reads "Philip O. Ozuah, MD, PhD". The signature is written in a cursive, professional style.

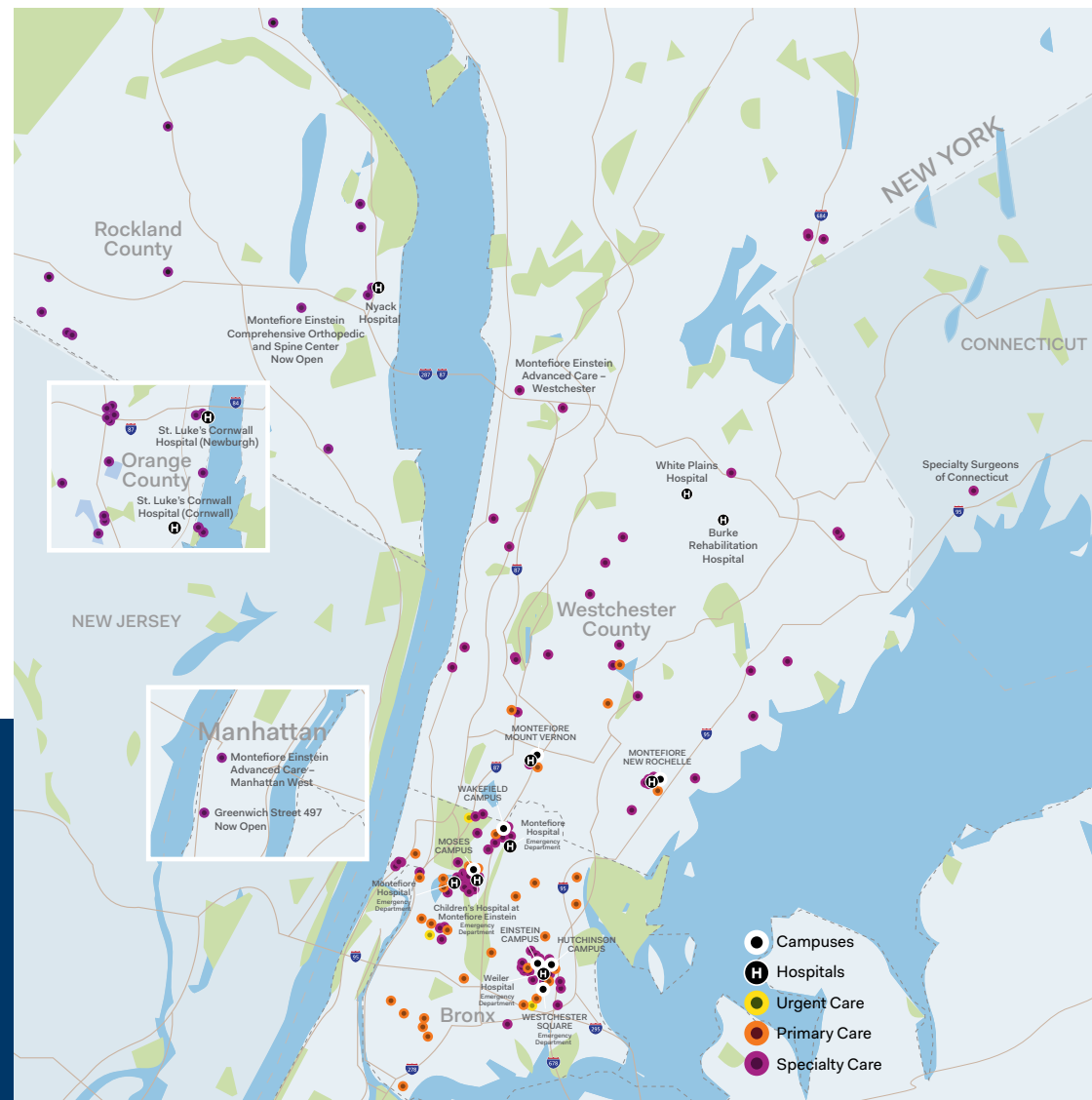
Philip O. Ozuah, MD, PhD
President and CEO, Montefiore Einstein

About Montefiore Einstein

Montefiore Einstein is more than just a healthcare provider; it is a beacon of hope and healing for the diverse communities we serve. Through our hospitals, Albert Einstein College of Medicine and ambulatory care facilities, we combine nationally recognized clinical excellence with a deep commitment to social responsibility and health equity.

Our roots are firmly planted in the Bronx, where we have been serving the community for over a century. With nearly 85% of Montefiore Medical Center hospital discharges being Bronx residents¹, we have witnessed firsthand the challenges faced by this vibrant borough, from high rates of chronic diseases to health professional shortages. Despite these obstacles, we have remained steadfast in our mission to provide exceptional care and improve the well-being of our community.

As we have expanded our reach to Westchester, Rockland and Orange counties as well as New York City and Greenwich, Connecticut, we have brought with us the same dedication to delivering science-driven, patient-centered care that addresses the unique needs of each community we serve. Our integrated delivery system ensures that patients have access to the full spectrum of care, from primary and specialty services to cutting-edge research and clinical trials.



2,961 total hospital beds



300+ primary and specialty care locations



19 mental health and substance abuse clinics



150 beds in extended care facilities



33 school health clinics



6,000+ physicians and clinicians



~137,000 annual hospital discharges



~544,000 annual emergency department visits



~5,800,000 annual ambulatory visits



~1,000,000 unique patients received care services

¹52% when accounting for the Montefiore Einstein system.

Our medical specialties rank in the top 1% of the nation's hospitals, and Children's Hospital at Montefiore Einstein is recognized as one of America's best.



We are among the elite 1% NCI-designated comprehensive cancer centers in the U.S.



A Cancer Center Designated by the National Cancer Institute

Workplace Achievements

Montefiore Einstein distinguished itself as an exceptional workplace, earning recognition for its overall environment, commitment to women and dedication to diversity.



Practice Greenhealth

Montefiore Einstein partners with Practice Greenhealth, which together with Health Care Without Harm is the leading sustainable healthcare organization that delivers environmental solutions to more than 1,700 hospitals and health systems in the United States and Canada. This partnership aligns with Montefiore Einstein's commitment to advancing sustainability within the organization and in the healthcare industry at large.

By collaborating with Practice Greenhealth, Montefiore Einstein gains access to valuable resources, best practices and networking opportunities that help to continuously improve environmental performance and drive innovation in sustainable healthcare delivery.



In 2024, Montefiore Einstein received the Practice Greenhealth Environmental Excellence Partner for Change Award for six of our locations, including Montefiore Hospital (Moses Campus), Jack D. Weiler Hospital and Albert Einstein College of Medicine (Einstein Campus), Montefiore Wakefield Hospital (Wakefield Campus), Montefiore Mount Vernon Hospital, Montefiore New Rochelle Hospital and Montefiore Westchester Square.



Mission, Vision and Values

Mission	Vision	Values
<p>To heal, to teach, to discover and to advance the health of the communities we serve.</p>	<p>To be a premier academic medical center that transforms health and enriches lives.</p>	<p>Our values define our philosophy of care.</p>

Montefiore Einstein builds upon our rich history of medical innovation and community service to improve the lives of those in our care. Our mission is exemplified in our exceptional, compassionate care and dedication to improve the well-being of those we serve.

Montefiore Einstein and Albert Einstein College of Medicine combine clinical care with research to deliver the most current treatments available to our patients. Together, with state-of-the-art treatment and facilities and the highest ethical standards, we are challenging the limits of medicine.

They shape our actions and motivate and inspire us to pursue excellence and achieve the goals we have set forth for the future.

Our values include:

Humanity:

Our physicians, nurses and other clinical and support staff serve with extraordinary care and compassion. These attributes are rooted in a rich history that began more than 125 years ago when Montefiore Einstein was established to care for patients with debilitating and chronic illnesses. We see our patients as people first, with a set of values, beliefs and experiences that shape their needs and our care.

Innovation:

Our innovative delivery system, research endeavors and use of technology to improve how care is provided are fundamental to our success. Together, Montefiore and Einstein advance clinical and translational research to facilitate the transformation of new discoveries into treatments and therapies that benefit our patients. We are never satisfied with the status quo and are always challenging ourselves to elevate to a new level of patient care.

Teamwork:

At Montefiore Einstein, our collaborative approach ensures a culture of participation, learning and respect. We build on the knowledge and specialized expertise of all disciplines, which contribute vital insights and new perspectives in pursuit of a common goal. By bringing together multidisciplinary teams and involving patients and their families throughout the treatment process, we improve the quality of patient care, enhance patient safety and provide the broadest range of expertise possible.

Diversity:

We embrace our diverse workforce and community, knowing that it is an intrinsic part of who we are. Montefiore Einstein is proud of its heritage, serving residents of the Bronx, and the surrounding New York metropolitan area, as well as patients from across the nation and around the globe. Different backgrounds bring new contributions to patient care and medical advances. We seek to recruit and retain candidates with a breadth of experiences and backgrounds.

Equity:

Our actions are the result of a deep belief in fairness to those we serve. We are committed to offering access to vital programs and exceptional care to all patients regardless of social or economic status, ethnicity, creed, gender, and sexual orientation. Montefiore Einstein also advocates for government policies that ensure equitable access to all care—both primary and advanced specialty care.

Our Sustainability Journey—Looking Ahead

As we reflect on the progress we have made in our sustainability journey, we are filled with a sense of pride and determination. Our accomplishments to date demonstrate the power of collaboration, innovation and unwavering commitment to environmental stewardship and community health. However, we recognize that the road ahead is long and the challenges are complex. Climate change remains an urgent threat to public health, and the healthcare sector has a critical role to play in mitigating its impacts and building resilience.

At Montefiore Einstein, we are ready to meet this challenge head-on. Our sustainability ambitions are bold and far-reaching, spanning all aspects of our operations and extending deep into the communities we serve. In the coming years, we will continue to invest in energy efficiency, renewable energy and decarbonization initiatives to further reduce our greenhouse gas emissions and environmental footprint. We will expand our sustainable transportation programs, making it easier for our employees, patients and visitors to adopt clean mobility options. And we will deepen our commitment to waste reduction and circular economy principles, exploring innovative solutions to minimize waste and maximize resource efficiency.

But our vision extends beyond our own walls. As an anchor institution in the Bronx and a leader in the healthcare sector, we have a unique opportunity and responsibility to drive systemic change. We will strengthen our partnerships with local organizations, government agencies and academic institutions to co-create solutions that address the root causes of health disparities and environmental injustice. We will advocate for policies and investments that prioritize sustainability, resilience and equity. And we will continue to educate and empower the next generation of healthcare professionals to be champions for planetary health.

None of this will be possible without the ongoing support and engagement of our stakeholders. Our employees remain our greatest asset, and we are committed to providing them with the tools, resources and platforms they need to be sustainability leaders in their own right. We will expand our Green Team program, create more opportunities for environmental education and training, and celebrate the inspiring work of our Sustainability Champions.

We also recognize the vital role that our patients, community members and partners play in our sustainability journey. We will continue to seek out

opportunities for meaningful engagement and collaboration, ensuring that our initiatives are guided by the needs and priorities of those we serve.

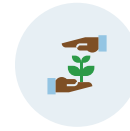
As we look to the future, we are energized by the possibilities and humbled by the trust that our community has placed in us. We know that the path ahead will be challenging, but we are confident that together we can build a healthier, more resilient and more sustainable future for all.

Our leadership remains steadfast in its commitment to this vision. We will continue to invest in the people, programs and partnerships that are driving our progress, and we will hold ourselves accountable to the highest standards of environmental and social responsibility.

We invite all those who share our passion for healing and our determination to create a better world to join us on this journey. Together, let us continue to innovate, collaborate and lead the way towards a future where the health of our planet and the health of our communities are one and the same.

Our Sustainability Approach

At Montefiore Einstein, we believe that sustainability is not just a target to reach but a mindset to embrace. Our sustainability approach is anchored in the four pillars—Climate Action, Academic Leadership, Regional Collaboration and Employee Engagement—of our C.A.R.E. program.



We understand that the health of our patients and communities is inextricably linked to the health of our planet. These principles guide our efforts to integrate environmental stewardship into every aspect of our operations, from patient care and research to community engagement and partnerships.

Vision	Our vision is to be a sustainability leader transforming health and enriching lives through innovative programs centered on the C.A.R.E. principles.
Mission	<p>Our mission is to advance environmental sustainability to support exceptional, compassionate care and improve the well-being of our patients, employees, and communities. We believe that sustainability is not just good for the environment; it is also good for business. By reducing waste, conserving energy, and adopting environmentally friendly practices, we can lower costs, mitigate risks and enhance the patient experience.</p> <p>To achieve our vision and mission, we have established a dedicated sustainability office to guide Montefiore Einstein's sustainability and climate commitments, leveraging the C.A.R.E. strategic framework to implement these efforts communitywide. Our sustainability governance structure ensures the integration of environmental considerations into decision-making at all levels of the organization. We will set ambitious goals and define key performance indicators to track our progress and hold ourselves accountable.</p> <p>Realizing our sustainability vision requires more than just passion; it demands proper resourcing, cross-departmental collaboration and unwavering leadership commitment. We are proud to have the support of our board, executives and staff as we embark on this transformative journey. Together, we will demonstrate that sustainability is not just a nice-to-have but a strategic imperative for the future of healthcare.</p>

Sustainability Governance

Sustainability Governance at Montefiore Einstein

Sustainability is not just a peripheral concern but a core value deeply integrated into Montefiore Einstein's governance structure and decision-making processes. We believe that effective sustainability governance is essential in achieving our ambitious goals to drive systemic change across the organization and the communities we serve.

Executive Leadership and Oversight

Sustainability starts at the top with the unwavering support and commitment of our executive leadership team. Edward Pflieger, PE, Senior Vice President, Facilities and Real Estate, serves as the executive sponsor for the sustainability program, providing strategic guidance and oversight to ensure alignment with Montefiore Einstein's overall mission and values.

Office of Sustainability and the Decarbonization Committee

Montefiore Einstein's Office of Sustainability, led by Aharon Kestenbaum, Director, Energy and Sustainability, Department of Engineering and Facilities, and Wesley Kra, Liaison, Green Initiatives, serves as the central hub for sustainability planning, coordination and execution. The office works closely with departments across the organization to embed sustainability into all aspects of operations.

The Decarbonization Committee, a multidisciplinary group chaired by the Office of Sustainability, brings together leaders from across the organization to oversee efforts to reduce greenhouse gas emissions and mitigate climate risk. The committee ensures that Montefiore Einstein's carbon reduction strategies are comprehensive, collaborative and aligned with the unique needs and challenges of each department.

Collaborative Governance Model and Grassroots Leadership

Montefiore Einstein's sustainability governance model emphasizes cross-functional teamwork, stakeholder engagement and shared accountability. The Office of Sustainability serves as a facilitator and connector, bringing together the right people, resources and ideas to drive progress in meeting shared goals.

Grassroots leadership and engagement are driven by our network of Sustainability Champions and Green Teams, who serve as catalysts for change, driving sustainability initiatives and engaging colleagues in the process. By fostering a culture of collaboration and continuous improvement, we are building a more sustainable, resilient and equitable future for our staff, patients and communities.



Climate Action

The health sector has a significant impact on climate change, contributing to 4.4% of global net emissions, equivalent to 514 coal-fired power plants annually (Health Care Without Harm & ARUP, 2019). In the United States, the health sector's greenhouse gas emissions account for 8.5% of carbon emissions, the highest proportion of any industrialized nation. As a leading academic medical center, Montefiore Einstein recognizes the urgency of addressing climate change and its responsibility to reduce its carbon footprint.

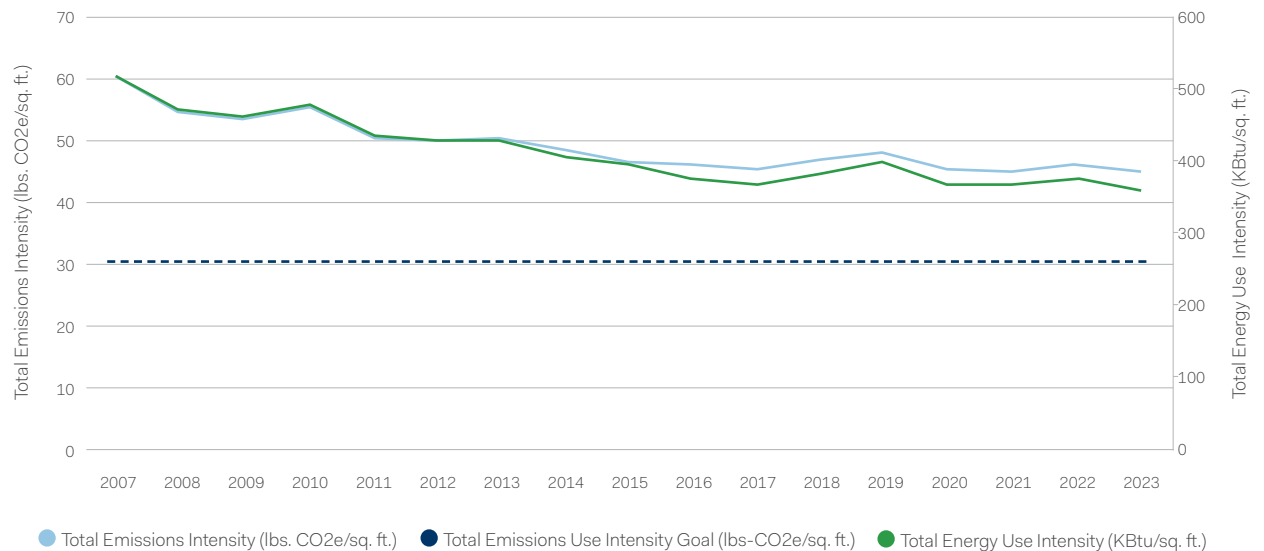
At Montefiore Einstein, we recognize that climate change poses an urgent threat to public health, and our current measures to decrease our footprint include energy efficiency upgrades, co-generation, building electrification, climate resilience planning, sustainable transportation and waste reduction. Our Climate Action pillar focuses on reducing our greenhouse gas emissions and environmental impact through a comprehensive set of strategies and initiatives.

Decarbonization and Energy Efficiency

The NYC Carbon Challenge program is a public-private collaboration, established in 2007 between the NYC Mayor's Office of Climate & Environmental Justice and the institutional and private sectors. Montefiore Einstein has a long-standing commitment to sustainability and has been participating in the New York City Carbon Challenge since 2007. As part of this challenge, we have pledged to reduce our greenhouse gas emissions by 50% by 2025, a more ambitious target than many other institutions. We are working diligently to achieve this goal ahead of schedule through a multifaceted approach that addresses inefficiencies in building design, lighting, mechanical systems and waste generation. Between 2007 and 2023, Montefiore Einstein reduced its energy intensity by 25%, resulting in a reduction in greenhouse gas emissions intensity of 30% and demonstrating the organization's steadfast commitment to sustainability and responsible resource management.

To further strengthen decarbonization efforts, Montefiore Einstein has joined the U.S. Department of Health and Human Services (HHS) climate pledge initiative. As a signatory, we have committed to reducing our organizations total emissions by 50% by 2030 and achieving net-zero emissions by 2050. We will publicly report our progress in reaching this goal annually and aim to complete an inventory of Scope 3 (supply chain) emissions, which we aim to publish in our next sustainability report.

Emissions Intensity and Energy Use Intensity²



Underlying all of our Climate Action initiatives is a commitment to data-driven decision-making. We are developing marginal abatement cost curves to systematically identify and prioritize decarbonization opportunities based on their financial and environmental returns. This approach ensures that we are allocating our resources effectively and maximizing the impact of our sustainability investments.



We've pledged to reduce our greenhouse gas emissions by 50% by 2025.



²Data is representative of all Montefiore Medical Center major hospitals in the Bronx enrolled in the Carbon Challenge



Jared Shapiro, DrPH, MPH, Associate Vice President, Environmental Health and Safety, Montefiore Einstein, measures conditions to ensure optimal system performance.

Energy Efficiency Initiatives

One of our key areas of focus is energy efficiency. We have conducted extensive energy audits across our facilities over the years, including the Moses and Einstein campuses, to identify opportunities for optimization and upgrades. By implementing measures such as HVAC retrofits, lighting upgrades and heat recovery systems, we aim to derive significant energy savings while also mitigating the potential penalties associated with Local Law 97, which sets ambitious carbon reduction targets for New York City buildings.

In 2024, we will update our energy studies by conducting even more comprehensive energy audits at our major facilities, including the Moses, Einstein and Wakefield campuses, to identify additional opportunities for optimization and upgrades.



These audits, funded through the New York State Energy Research and Development Authority (NYSERDA) FlexTech program, will provide a detailed assessment of our energy consumption, greenhouse gas emissions and potential areas for improvement.

The FlexTech audits, conducted in partnership with Wendel Energy Services, will cover all critical aspects of our energy use, including an inventory of existing HVAC equipment, lighting systems and building envelope; an analysis of current energy usage and greenhouse gas emissions; identification of energy conservation measures; recommendations for retrofits, upgrades and operational changes; a road map for meeting Local Law 97 requirements and other sustainability regulations; and estimates of costs, savings and payback periods for recommended measures.

Based on the audit findings, we will develop comprehensive decarbonization plans for each

campus. These plans will prioritize the most impactful and cost-effective measures, such as upgrading to high-efficiency HVAC systems and controls, retrofitting lighting systems with LED technology and advanced controls, improving insulation and air-sealing of building envelopes, implementing energy management systems and real-time monitoring, exploring the use of renewable energy sources and storage, and engaging staff and patients in energy conservation and sustainability initiatives and training. By implementing these measures, we aim to continue achieving significant reductions in energy consumption, greenhouse gas emissions and operating costs, while creating healthier and more comfortable environments for our patients and staff.

In 2024, Montefiore Einstein aims to expand these audits to additional facilities across the Montefiore Einstein portfolio.

Combined Heat and Power/ Cogeneration

Montefiore Einstein has been a pioneer in the use of combined heat and power (CHP) technology. In 1993, we became the first New York City hospital to install a nearly five-megawatt CHP/cogeneration plant.

Investing in CHP/cogeneration allows us to provide a safe, reliable, resilient and more environmentally friendly power source to our patients, employees and community members. The steam generated as a byproduct of electricity generation provides enough energy to heat our buildings during the coldest days and cool them during the hottest summer months.

Building Electrification

In addition to energy efficiency measures, we recognize the importance of transitioning away from fossil fuel reliance to achieve deep decarbonization. To this end, we are actively working to identify the optimal path toward electrifying our heating systems and clinical equipment. By replacing fossil fuel-based systems with electric alternatives powered by clean energy sources, we aim to significantly reduce our carbon footprint and improve the resilience of our facilities.

Employee Engagement and Education

Engaging our employees in sustainability efforts is crucial to achieving our decarbonization goals. We are expanding our employee education programs to ensure that all associates understand the importance of energy conservation, waste segregation and their role in contributing to a more sustainable future. By fostering a culture of environmental stewardship, we aim to drive lasting change and embed sustainability into every aspect of our operations.



“Montefiore Einstein’s robust decarbonization efforts underscore our dedication to tackling climate change and bolstering public health. Through meticulous energy audits, strategic decarbonization plans and investment in innovative technology, we’re advancing towards our sustainability goals, cutting greenhouse gas emissions. Our journey sets a benchmark for healthcare institutions worldwide, as we strive to combat climate change while delivering exceptional care to our patients and communities.”

Aharon Kestenbaum, Director, Energy and Sustainability
Department of Engineering and Facilities, Montefiore Einstein

Waste Reduction

Waste reduction is another critical component of our Climate Action efforts. This year, Montefiore Einstein launched several programs to increase its diversion rates across many waste streams, including healthcare-specific waste streams like regulated medical waste (RMW) and electronics.



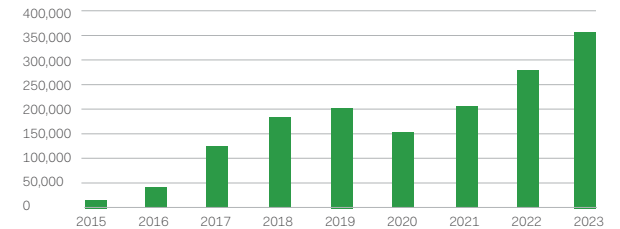
“EWASTE+ has been an invaluable partner in diverting Montefiore Einstein’s waste responsibly. Their flexibility and adaptability allow them to cater to our diverse requests seamlessly. Their approach makes internal waste management processes simple and efficient for our staff.”

Wesley Kra, Liaison, Green Initiatives

Electrifying Change: Montefiore Einstein’s E-Waste Reduction

Since 2015, Montefiore Einstein has partnered with EWASTE+ to increase the amount of electronics collected for recycling, pushing us closer to our goal of eliminating landfill waste. With the support of our Engineering team, we implemented our first centralized collection area at our Moses Campus in 2016 and have since expanded the program to additional campuses with great success.

E-Waste Trends at Montefiore Einstein (2015–2023)³
Pounds Diverted



³ Data represent e-waste diversion across the Montefiore Health System.



EWASTE+ Key Data

 EWASTE+ client since 2015	 1,406,000+ pounds of e-waste processed
 853 completed scheduled pickups	 21,721+ hard drives destroyed

Sustainable Food and Waste Management

At Montefiore Einstein, we recognize the vital role that sustainable food practices and effective waste management play in promoting both human health and environmental stewardship. Over the years, we have implemented a series of initiatives to transform our food services, reduce waste and minimize our ecological footprint.

Our journey began in 2007 with the elimination of fried foods and trans fats and the introduction of the Veggie and Grain bar in our cafés. That same year, we introduced Meatless Mondays in our cafeterias and rolled out the plant-based patient diet, becoming the first hospital in New York State to offer this option before it had become law. We continue to offer Meatless Mondays, with our hot food section always featuring meatless options, while still providing meat choices at the grill, deli, and burrito bar to cater to diverse dietary preferences.

In 2010, we began implementing the New York City Department of Health and Mental Hygiene's Healthy Hospital Food Initiative, which aimed to reduce sugary drinks and high-sugar snacks. While we have since reintroduced a limited selection of

sugar-sweetened beverages in our cafeterias to align with current vending and gift shop offerings, we remain committed to promoting healthier choices.

Although we no longer host outdoor farmers markets due to staffing considerations, we continue to expand our commitment to sustainable food by offering fresh produce in our cafeterias and coffee shops. Our ongoing collaboration with the Humane Society and the Culinary Institute of America (CIA) remains instrumental in developing plant-forward menus, revamping café stations, and training our staff in sustainable culinary practices.

As part of our waste reduction efforts, we work closely with our chef managers and retail managers to streamline purchasing and modify production processes. Recognizing the environmental impact of single-use plastics, we eliminated Styrofoam and plastic bags in 2015. We have also introduced compostable takeaway containers, straws and plates, and we are actively investigating waste tracking software to further optimize our operations.

While some of our initial initiatives have evolved over time, our commitment to sustainable food practices

and waste management remains steadfast. We continue to adapt our approach to meet the changing needs of our community while striving to minimize our environmental impact.

TOP REASONS TO GO MEATLESS MONDAY



Delicious Food



Health & Wellness



Save Water



Fight Climate Change



@ MeatlessMonday

MeatlessMonday

Our Biodigester Hospital Locations

INSTALLED

2019

Moses Campus

2015

Wakefield Campus

2014

Montefiore New Rochelle

UPGRADED

2018–2019

Montefiore New Rochelle
and Wakefield Campus



Our SPROUT biodigester unit turns food waste into nutrient-rich soil, reducing landfill contributions and greenhouse gas emissions.

Biodigester Program

One of the cornerstones of our sustainable waste management strategy is our Biodigester Program. Biodigesters are innovative systems that break down organic waste, such as food scraps, through a biological process, either with or without oxygen. By diverting food waste from landfills and processing it on-site, biodigesters significantly reduce our carbon footprint, eliminate odors and minimize the presence of pests.

We have successfully installed biodigesters at three of our hospitals: New Rochelle (2014), Wakefield (2015) and the Moses Campus (2019), with plans for another installation at our Tarrytown location in the near future. The biodigesters at Montefiore New Rochelle and Wakefield hospitals were upgraded between 2018 and 2019 to enhance their efficiency and performance.

As we continue our sustainability journey, we remain committed to exploring new opportunities to enhance our sustainable food practices and waste management strategies. We are actively working with CIA on staff development initiatives to further ingrain sustainability into our culinary operations. Our ongoing participation in Earth Day events, featuring seedling giveaways, plant-based food demonstrations and hydration stations, allows us to engage and educate our community about the importance of sustainable living.

At our Moses Campus, the biodigester has made the most significant impact on our sustainability efforts. In 2023 alone, the Moses biodigester delivered these notable results:



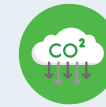
143,100

Total pounds of waste diverted from landfills



5,695

Gallons of water saved



50.8

Metric tons of CO2 equivalent emissions prevented

These impressive figures demonstrate the effectiveness of our Biodigester Program in minimizing waste, conserving resources and mitigating our environmental impact.

Regulated Medical Waste

Finally, in 2023, Montefiore Einstein conducted audits revealing contamination in our regulated medical waste (RMW) or red bag waste stream, leading to unnecessary treatment costs and excess greenhouse gas emissions, as RMW is incinerated. In response, we have launched a behavior change campaign in collaboration with our Nursing and Environmental Services teams, featuring updated training, clearer signage and new standard operating procedures. By empowering our frontline staff with the knowledge and tools to segregate waste properly, we aim to dramatically reduce RMW contamination and its associated disposal emissions in order to drive down costs and increase environmental benefits.



Greening the OR: Circularity with Medline ReNewal's Medical Device Reprocessing

Since 2015, Montefiore Einstein has partnered with Medline ReNewal to reprocess single-use medical devices, diverting them from landfills and reducing costs. Through this partnership, Montefiore Einstein has collected more than 140,000 devices, diverted 39,392 pounds of medical waste from landfills and saved an estimated \$700,000.

Medline ReNewal's FDA-regulated processes and rigorous device testing standards ensure that reprocessed devices maintain the quality that healthcare providers depend on for patient care. In 2023, Medline ReNewal collected more than 8.3 million devices and diverted 1.5 million pounds of waste from landfills across all its partnerships.

This collaboration exemplifies Montefiore Einstein's commitment to environmental sustainability and responsible healthcare delivery.

	Devices Collected	Lbs. of Medical Waste Diverted	Estimated Savings
Montefiore Einstein in partnership with ReNewal	140,000	32,392	\$700,000
All Medline ReNewal Partnerships 2023	8.3M	1.5M	

Sustainable Transportation

At Montefiore Einstein, we recognize the significant impact that transportation has on our carbon footprint and the health of our communities. That's why we have launched a comprehensive, sustainable transportation strategy aimed at reducing emissions, promoting clean mobility and enhancing access for our employees, patients and visitors.

Electric Vehicle Charging Infrastructure

One of the cornerstones of our sustainable transportation efforts is the expansion of our electric vehicle (EV) charging infrastructure. We believe that facilitating the adoption of EVs is critical to reducing air pollution and improving public health in the Bronx. Currently, Montefiore Einstein has 18 Level 2 EV charging ports across three of our facilities, including 14 at the Moses Campus, two at the Wakefield Campus and two at the Hutchinson Campus.

Building on this foundation, we have set an ambitious goal to significantly increase our EV charging footprint over the next year. As part of this commitment, we aim to install 100+ additional Level 2 charging ports across our major Bronx facilities in 2024. This expansion will not only support our own fleet electrification efforts but also provide convenient charging access for employees and visitors, encouraging the wider adoption of clean vehicles in our communities.



18 Level 2 EV charging ports across three of our facilities

Fleet Efficiency and Electrification

In addition to expanding EV charging, we are also committed to optimizing the efficiency and sustainability of our vehicle fleet to include the following:

- **Continuing to replace older vehicles** with hybrid models averaging up to 50 miles per gallon, reducing fuel consumption and emissions
- **Exploring the conversion of diesel-fueled vehicles** to compressed natural gas or gasoline to further reduce their environmental impact
- **Utilizing GPS tracking** to optimize routing and ensure our most efficient vehicles are deployed on the longest routes
- **Upgrading fleet management systems** to better track vehicle miles traveled, emissions and maintenance needs, enabling us to operate at peak efficiency

“Montefiore Einstein’s Environmental Health and Safety team leads the charge in sustainability, employing cutting-edge air quality monitoring, emissions reduction and rigorous mechanical system inspections.”

Jared Shapiro, DrPH, MPH, Associate Vice President, Environmental Health and Safety, Montefiore Einstein



Employee Commuting and Active Mobility

Montefiore Einstein is dedicated to providing alternative transportation options for our employees to reduce single-occupancy vehicle trips and promote healthier, more sustainable commutes. Key initiatives include the following:

- Offering convenient access to public transit, with the #4 and D train lines located less than one mile from our Moses Campus
- Providing employee shuttle services several times per day to our major campuses, making it easier for staff to leave their cars at home
- Maintaining 28 bicycle racks throughout our campuses to encourage active mobility and reduce reliance on motor vehicles

511NY Rideshare

- Revamping our partnership with 511NY Rideshare in 2024, following a pause in carpooling during the COVID-19 pandemic. Through an internal website, Montefiore Einstein employees will be able to connect with potential carpool partners and access preferred parking, further reducing single-occupancy trips.

By investing in EV infrastructure, optimizing our fleet efficiency and promoting sustainable commuting options, Montefiore Einstein is demonstrating its commitment to cleaner air, healthier communities and a more resilient future. We will continue to explore innovative partnerships and technologies to accelerate the transition to low-carbon mobility and mitigate the impact of transportation on our environment and public health.

Anesthetic Gases

Anesthetic gases, particularly desflurane, isoflurane and nitrous oxide, are known to have a significant impact on climate change due to their high global warming potential (GWP). Desflurane has a GWP that is over 2,500 times that of carbon dioxide, with isoflurane being second with a GWP four times greater, and with an atmospheric lifetime that is three times that of sevoflurane. Recognizing the urgent need to reduce the environmental footprint of anesthetic gases, Montefiore Einstein's Department of Anesthesiology has made significant strides in phasing out the use of desflurane and isoflurane.

In late 2021, Andrew Nembhard, Chief Technical Officer, Anesthesiology, Montefiore Einstein, realized that the department could play a crucial role in reducing Montefiore Einstein's environmental impact. To further explore this initiative, Montefiore Einstein's Green Initiatives Liaison, Wesley Kra, was

invited to speak on the topic at the department's Friday morning conference. This event helped to raise awareness and build consensus among the staff regarding the importance of reducing the use of these harmful anesthetic gases.

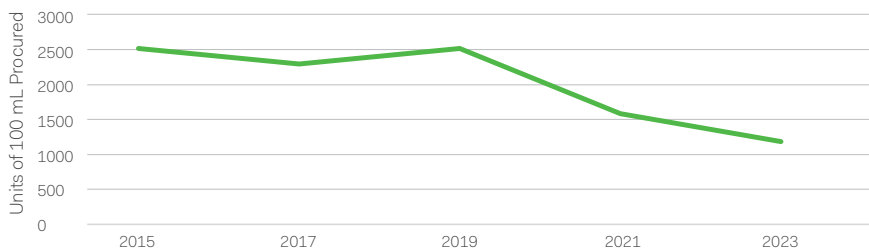
From 2021 to 2023, the department embarked on its journey, and it began actively working toward phasing out desflurane and isoflurane, gradually removing each vaporizer from contractual obligations. The phase-out is expected to be completed by the end of 2024.

As a result of these efforts, Montefiore Einstein achieved a 93% reduction in desflurane usage and a 41% reduction in isoflurane usage across its Moses, Einstein, Wakefield, Westchester Square and Hutchinson campuses between 2015 and 2023.

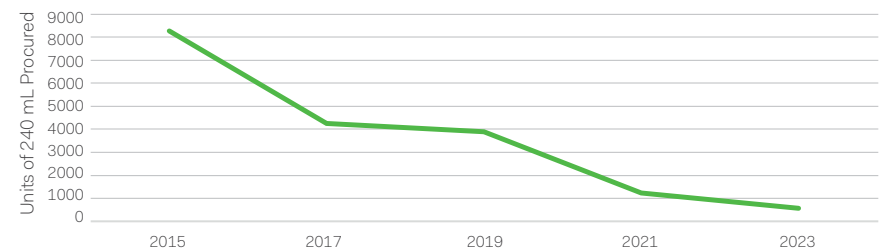
Irene Osborn, MD, Director, Non-Operating Room Anesthesia, Anesthesiology, Montefiore Einstein, Professor, Anesthesiology, Albert Einstein College of Medicine, and Green Team leader, also has been a driving force behind this change. In February 2024, she conducted grand rounds on environmental sustainability in anesthesia, emphasizing the significance of reducing desflurane and isoflurane use as well as the adoption of sustainable practices such as optimizing flow rates and using low-emission anesthetics like sevoflurane. Dr. Osborn's leadership extends beyond the operating room, as she spearheads the Montefiore Einstein Anesthesiology Green Team, driving sustainability initiatives within her department.

[Read more about her consequential work in the Green Teams and Sustainability Champions section of this report.](#)

Isoflurane Reduction at Montefiore Einstein⁴



Desflurane Reduction at Montefiore Einstein⁵



⁴Data represent Moses, Einstein, Westchester Square and Wakefield campuses

⁵Data represent Moses, Einstein, Wakefield and Hutchinson campuses

Academic Leadership

Together, Montefiore Einstein and Albert Einstein College of Medicine pioneer sustainability research on decarbonizing clinical operations, improving community environmental health, accelerating health system emission reductions, enhancing climate resilience, advancing health equity and promoting sustainable healthcare education. At Montefiore Einstein, our fundamental approach to building a safe and responsible environment is

rooted in maintaining open and transparent lines of communications to consistently engage with our employees, healthcare professionals, clients, suppliers, community members and other stakeholders. We prioritize stakeholder feedback to guide our strategic decisions and ensure that our actions meet the expectations and needs of those we serve.



Montefiore Einstein Sustainability Collaboration

At Montefiore Einstein, we are committed to promoting sustainability and planetary health through education, research, community engagement and responsible institutional practices. Integral to this mission are our passionate students, faculty and staff, who lead these initiatives across our organization. This year, Montefiore Einstein has made significant strides in advancing sustainability in its curriculum, campus operations and neighboring Bronx communities.

Montefiore Einstein also has joined the New York State Energy Research and Development Authority's Clean Green Campuses initiative, a membership network of over 140 colleges and universities across New York State exploring ways to lower carbon emissions and contribute to a just energy transition.

By signing the Clean Green Campuses membership agreement, Montefiore Einstein has committed to promoting clean energy efforts in three key areas:

- 1 Campus clean energy investment and greenhouse gas reduction
- 2 Clean energy curricula and research and development
- 3 Community engagement

Through this partnership, we will share our clean energy and carbon reduction progress with NYSERDA, gain access to resources and best practices, and receive recognition for our sustainability achievements. Joining Clean Green Campuses alongside so many other institutions strengthens our collective impact and positions Montefiore Einstein as a leader in the transition to a low-carbon future.



NYSERDA
Supported

Member of **Clean Green**
Campuses initiative network

Einstein Sustainability Club: Curricular Integration and Student Leadership

Einstein Sustainability Club leaders Hyun Song, BS, and Jordan Giordano, BS, spearheaded an initiative to integrate planetary health learning objectives into the core undergraduate medical curricula. Working closely with course directors like Mark I. Rubin, MD, Attending Physician, Gastroenterology, Montefiore Einstein, and Adjunct Clinical Assistant Professor, Medicine (Gastroenterology), Albert Einstein College of Medicine, they successfully incorporated content on the intersections of climate change, the environment and human health into major courses such as the Gastrointestinal (GI) and Liver Systems course. To assess the effectiveness of this curricular integration, Song and Giordano conducted student

surveys and are planning a focus group with course directors to gather feedback and identify areas for improvement.

The club, led by an executive board of Hyun Song, Grace McDermott, Jordan Giordano and Luisa Alvarez, also continued to participate in the Planetary Health Report Card, an international evaluation of environmental health content in medical school curricula, research, community outreach, student support and campus sustainability. With guidance from their faculty advisors, Oladimeji Oki, MD, Family Practice Physician, Montefiore Einstein, and Assistant Director, Medical Student Education, Family

and Social Medicine, Assistant Professor, Family and Social Medicine, Albert Einstein College of Medicine; Joel Bumol, MD, Family Practice Physician, Montefiore Einstein, and Assistant Professor, Family and Social Medicine, Albert Einstein College of Medicine; and Janice Thomas John, DO, MS, MPH, Attending Physician, Pediatrics, Children's Hospital at Montefiore Einstein, and Assistant Dean for Integrated Medical Education, Associate Professor, Pediatrics, Albert Einstein College of Medicine, the club is working to enhance Montefiore Einstein's performance across all domains of the report card.



Einstein Sustainability Club Initiatives

The club has collaborated extensively with the Office of Sustainability on several projects:

Planetary Health

Report Card: The club has completed this annual assessment of planetary health content in medical school curricula, research, community outreach, student initiatives and campus sustainability.

Growing research about planetary health:

The club delivered presentations on co-curricular planetary health service, student knowledge of planetary health, and initiatives to improve planetary health and climate smart healthcare at multiple conferences.

Curricular integration:

Jordan Giordano and Hyun Song worked closely with course directors to integrate climate-change and environmental-health learning objectives into courses (for example, the GI and Liver Systems course) and conducted student surveys on effectiveness. They plan to organize course-director focus groups to solicit feedback.

Community partnerships:

Grace McDermott led efforts to continue collaborations with the Bronx River Alliance, Friends of Pelham Parkway and Bronx Park East Farmers Market on cleanups, community gardening, composting, foraging and health activities. The club also explored a partnership with the Alvéoli beekeeping company.

Campus advocacy events:

The club organized a paint night, clothing swap, daffodil planting and river cleanups, with plans to organize staff-focused sustainability events.

First-year workshop:

In October, the club hosted a "Sustainability at Einstein" workshop for the first-year medical advocacy course.

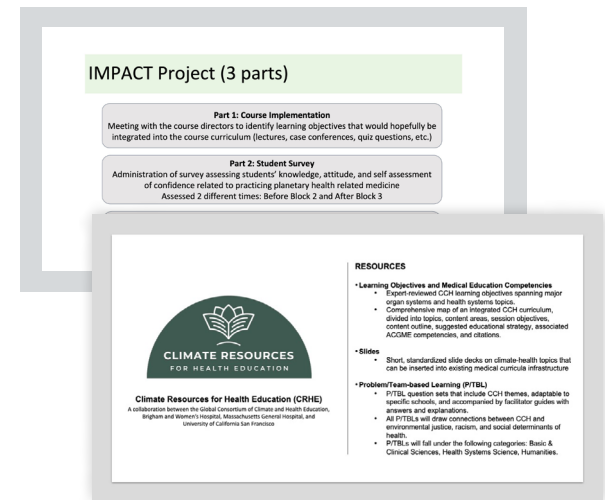
The club also held an end-of-year bake sale fundraiser for community partner organizations.

Sustainability in Medical Education

At Montefiore Einstein, we recognize that the next generation of healthcare professionals will be on the front lines of addressing the complex interplay between climate change and health. To prepare them for this challenge, we are working to integrate sustainability and climate health topics into the medical school curricula. By equipping our students with a deep understanding of the environment-health nexus, we are enhancing their clinical knowledge and empowering them to be advocates for sustainable healthcare practices throughout their careers.

One compelling example is the collaboration between Jordan Giordano, an Albert Einstein College of Medicine Sustainability Club leader, and Mark I. Rubin, MD, course director for the GI and Liver Systems course. Giordano worked closely with Dr. Rubin to develop sustainability-focused learning objectives and educational materials for the course. They identified key areas where planetary health concepts could be meaningfully integrated, such as sessions on diarrheal disorders, irritable bowel syndrome and inflammatory bowel disease. Together, they created lecture slides, case conference discussion points and pilot quiz questions exploring the relationships between climate change, food systems and GI health.

By the end of the course, students had gained a comprehensive understanding of the bidirectional relationship between GI health and the environment. They developed skills to critically analyze the climate-health connections in their patient assessments and treatment plans. Perhaps most importantly, they have been inspired to take an active role in advocating for sustainable practices in their future clinical work.



Lecture slides for Liver Systems course

The success of this pilot project has laid the groundwork for further curricular integration efforts across other courses and departments. We are actively engaging with academic leadership and Sustainability Champions across Montefiore Einstein to identify additional opportunities to embed planetary health education throughout the medical school experience.

Preparing Tomorrow's Physicians: Sustainable Practices from Day One

Looking ahead, we are exploring the development of specialized sustainability training for students as they prepare to graduate and start their residencies. This training would cover topics such as green hospital operations, sustainable clinical practices and effective communication strategies for educating patients and colleagues about the health impacts of climate change. By providing our students with the tools and knowledge to be sustainability leaders from day one of their professional careers, we believe we can accelerate the transition to a more resilient and environmentally responsible healthcare system.

The Einstein Sustainability Club's accomplishments and our curricular integration efforts demonstrate the power of student and faculty leadership in driving institutional change. By engaging stakeholders across medical education, campus operations, research and community outreach, we have advanced Montefiore Einstein's mission to promote sustainability and planetary health. Our membership in NYSERDA's Clean Green Campuses initiative further strengthens our capacity to achieve our ambitious sustainability goals. As we look to the future, we remain committed to supporting our students, faculty and staff in their efforts to build a more resilient and environmentally just world.



“Albert Einstein College of Medicine is dedicated to sustainability and equipping the next generation of medical professionals with the knowledge and skills to promote environmental health. By integrating eco-conscious practices into our curriculum and campus operations, we are fostering a healthier future for our communities and the planet.”

Jennifer Garner, MSW, Unified Administrator, Senior Director, Medicine, Montefiore Einstein, and Senior Associate Dean for Finance and Operations, Albert Einstein College of Medicine



Regional Collaboration

We engage partners like local nonprofits, community groups, municipalities and agencies to support programs benefiting our shared environment and public health, especially in disadvantaged areas bearing elevated climate risks. This includes sustainable transportation, green workforce development, conservation and community environmental health programs.



Montefiore Einstein's Commitment to Community Health

By equipping our students with a deep understanding of the environment-health nexus, we are enhancing their clinical knowledge and empowering them to be advocates for sustainable healthcare practices throughout their careers.

Montefiore Einstein extends its healthcare services to over 2 million individuals across the Bronx and Westchester County, embodying a commitment to enhance the community's overall health. With various resources and sponsorship of various forward-thinking programs, Montefiore Einstein addresses critical health issues facing residents.

Under the Montefiore Einstein Office of Community Health, multiple initiatives have been put into action:

- **Supporting and coordinating** Montefiore Einstein's diverse portfolio of community health improvement programs and activities
- **Enhancing Montefiore Einstein's capacity to assess and measure** the health needs of the communities it serves
- **Identifying and selecting a limited number of top-priority health needs** in the communities Montefiore Einstein serves for specific focus
- **Leading and coordinating Montefiore Einstein's systemwide efforts** and working with community partners to measurably improve the health of local communities
- **Using the To Your Health! Community and Worksite Wellness Initiative** to help reduce the growing burden of chronic diseases among community members, leveraging public health programs to educate patients, visitors, staff and local residents on how to live healthier lives

Strategic Community Partnerships and Environmental Volunteer Activities

Montefiore Einstein's commitment to community health extends beyond traditional healthcare services, as it partners with local organizations such as the Bronx River Alliance. These collaborations investigate and tackle the interactional factors of environment and public health, specifically focusing on issues like flooding, water quality and residents' well-being. By collaborating with groups that share a similar vision, Montefiore Einstein addresses the immediate health needs of its community and attempts to address environmental degradation.

Montefiore Einstein actively improves the community's environmental health through involvement in various conservation efforts. Projects include the following:

- Engaging in area park cleanups
- Participating in tree planting initiatives
- Supporting habitat restoration projects

Montefiore Einstein and WCS Unite for Wildlife, Wellness and Community

Since the Wildlife Conservation Society's (WCS's) founding in 1895, its mission has been to save wildlife and wild places. Today, the global organization, based at the Bronx Zoo, achieves this mission through science, conservation action, education and inspiring people to value nature—harnessing global conservation programs in more than 50 countries and with its New York City-based zoos and an aquarium. WCS envisions a world where wildlife thrives in healthy lands and seas, valued by societies that embrace and benefit from the diversity and integrity of life on Earth. The Bronx Zoo, New York Aquarium, Central Park Zoo, Prospect Park Zoo and Queens Zoo are beacons for learning science and critical places for families to connect with nature. In 2022 alone, WCS had 3.5 million visitors to its parks and reached more than 1 million students, educators and families with science education programs, including free field trips and family programs.

Founded and headquartered at the Bronx Zoo, WCS is the largest employer of youth in the Bronx and runs an award-winning workforce development program: the WCS Career Lattice. With almost 2,000 youths participating in part-time jobs, internships and volunteer roles, the growing program supports our next generation in science, technology, engineering and mathematics (STEM) career exploration.

Alongside Montefiore Einstein, WCS and its Bronx Zoo are leading conveners of communities, providing critical resources for outdoor activities, movement and social cohesion. During the height of the COVID-19 pandemic, the Bronx Zoo served as a staging area for emergency vehicles, a vaccination site and a COVID-19 testing site for employees of nearby Montefiore Medical Center. For the last 16 years, Montefiore Einstein has sponsored the Bronx Zoo's Run for the Wild, a 5K run and 3K family fun run/walk that takes place the last weekend in April. Hosting more than 5,000 runners annually, the event promotes healthy practices among the community and raises critical funds for WCS's conservation work in New York and around the world.



“At WCS’s Bronx Zoo, we are especially proud of our partnership with Montefiore Medical Center. Our collaboration has taken many forms through the years, whether providing needed support during COVID or helping to showcase the importance of exercise and the beauty of nature to thousands through our annual WCS Run for the Wild. We are two Bronx institutions that understand the importance of serving the communities that are a part of this great City.”

John F. Calvelli, WCS Executive Vice President for Public Affairs

Building Sustainable Neighborhoods: A Collaborative Approach to Community Development

Another example of our strategic partnerships is our collaboration with the Mosholu Preservation Corporation (MPC), a community-based organization that has been working to combat neighborhood deterioration and build sustainable communities in the Bronx for over 40 years. Through our collaboration with MPC, we are supporting local small businesses, promoting affordable housing and advancing environmental justice. By addressing the social determinants of health, such as economic stability and access to safe, green spaces, we are creating the conditions for long-term health and sustainability.

Our regional collaboration efforts also extend beyond the Bronx. We are working closely with groups like Sustainable Westchester to support and work together on climate resilience initiatives. By leveraging our institutional scale, we aim to work together to shape our decarbonization and investment strategies while prioritizing the needs of our communities and accelerate the transition to a low-carbon future.

Looking ahead, we are exploring opportunities to expand our regional collaboration efforts through Climate Smart Communities programs.

These initiatives aim to educate vulnerable populations about climate adaptation strategies and empower them to take action to protect their health and well-being. By meeting communities

where they are and providing tailored resources and support, we believe we can build a more equitable and resilient future for all.

Awareness Events

At Montefiore Einstein, we recognize that engaging our employees and partners is crucial to advancing our sustainability mission. Our Earth Day events serve as a vital bridge between our regional collaboration and employee engagement efforts, providing a platform for our associates to connect with local organizations and learn about the many opportunities to contribute to environmental stewardship.

This year, we hosted Earth Day celebrations across three of our campuses: Moses, Wakefield and Einstein. These events brought together a diverse array of partners, including Con Edison, EWASTE+, Friends of Mosholu Parkland, Mosholu Preservation Corporation, the Van Cortlandt Park Alliance, Triumvirate Environmental, Medline, the Bronx River Alliance and the Bronx Zoo. By showcasing the important work these organizations are doing, we aim to inspire our associates to get involved and make a difference in their communities.

The response from our employees was overwhelming, with 70 Montefiore Einstein associates signing up to be part of our sustainability initiatives and stay

informed about future volunteer opportunities. This level of engagement demonstrates the passion and commitment of our workforce to building a greener, healthier future for all.

Our Earth Day events are just one example of the two-way relationship we have cultivated with our regional partners. Montefiore Einstein also participates in awareness events and initiatives hosted by these organizations, allowing us to stay attuned to the most pressing sustainability needs in our communities. This collaborative approach helps guide our overall sustainability strategy and ensures that we are providing the most effective support to our partners.

As we look ahead, we remain committed to strengthening the connection between our regional collaboration and employee engagement efforts. By continuing to provide meaningful opportunities for our associates to learn, volunteer and take action, we believe we can harness the collective power of our workforce to drive transformative change for our environment and public health.



Employee Engagement

Our office provides systemwide sustainability education on topics like energy conservation, waste minimization and sustainable commuting. We also catalyze grassroots Green Teams and environmental volunteer initiatives while hosting public events with academic, government and industry experts to explore connections between community health and climate.

At Montefiore Einstein, our fundamental approach to building

a safe and responsible environment is rooted in maintaining open and transparent lines of communications to consistently engage with our employees, healthcare professionals, clients, suppliers, community members and other stakeholders. We prioritize stakeholder feedback to guide our strategic decisions and ensure that our actions meet the expectations and needs of those we serve.

Associate Wellness Programs

Montefiore Einstein's Associate Wellness Department offers a comprehensive range of programs and services designed to support the physical, mental and emotional well-being of our employees. From nutrition counseling and fitness classes to stress management workshops and financial wellness resources, we are committed to helping our associates thrive both on and off the job.

This year, the Associate Wellness team has placed an additional emphasis on promoting engagement with outdoor and nature-based wellness activities. Recognizing the powerful connection between environmental health and personal well-being, the team organized a series of events and initiatives that encourage our employees to explore and appreciate the natural world around them.

One standout example is our "Reduce, Reuse, Create!" Creative Wellness workshop, held in honor of Global Recycling Day. This virtual event, led by Art Therapist Jamie Shoneman, LCAT, ATR-BC, CASAC, invited participants to explore how everyday materials can be transformed into upcycled art. By teaching creative techniques for repurposing items that might otherwise end up in landfills, this workshop inspired our associates to think differently about waste and embrace a more sustainable lifestyle.

In May, we celebrated Mental Health Awareness Month with "Finding Ourselves in Nature," another

virtual workshop facilitated by Jamie Shoneman. This session used art and symbolism to explore themes of resilience and personal growth through the lens of the natural world. By encouraging participants to reflect on their connection to the environment, this event highlighted the important role that nature can play in supporting mental health and well-being.

The Associate Wellness Department also provided two therapeutic horticulture engagement sessions, one during our Earth Day celebrations at Weiler and another in Yonkers. Spearheaded by Associate Wellness Program Manager Lauren Byma, MMT, MT-BC, associates were guided through mindful planting experiences that explored the similar needs of plants and people, and how in connecting with and caring for plants and the earth we can learn to take better care of ourselves. Associates left with a planted seedling to take home and local resources and education on nature-based wellness practices.

Looking ahead, we will continue to collaborate with the Associate Wellness Department to develop and promote programs that sit at the intersection of personal and planetary health. By engaging our employees in green initiatives and encouraging them to explore the great outdoors, we believe that we can cultivate a workforce that is not only healthier and more resilient, but also more deeply committed to advancing sustainability in their professional and personal lives.

Climate Change Education and Awareness

Montefiore Einstein is committed to educating its associates about the impacts of climate change on health and well-being. In December 2023, Brenda Boatswain, PhD, CGP, SHRM-CP, Wellbeing Manager, Associate Wellness, and Assistant Professor, Department of Family and Social Medicine, Albert Einstein College of Medicine, in collaboration with Dr. Joel Bumol from the Department of Family and Social Medicine, conducted a workshop for associates on understanding and managing climate change and climate uncertainty from both physical and mental health perspectives. This initiative reflects our ongoing efforts to address the complex challenges posed by climate change and its effects on our community's health.

Furthermore, Dr. Bumol contributes to the academic curriculum by delivering a lecture on Climate Justice as part of the Health System Science and Health Equity course at Albert Einstein College of Medicine. These educational initiatives demonstrate Montefiore Einstein's commitment to integrating climate change awareness and action into both our professional development programs and medical education.

Associate Sustainability Education Opportunities

At Montefiore Einstein, we believe that sustainability is everyone's responsibility. To achieve our ambitious climate goals and drive lasting change, we must engage and educate all of our stakeholders, from staff and patients to community members and policymakers. Our Employee Education pillar focuses on building a culture of sustainability through innovative programs, events and initiatives that inspire action and cultivate environmental stewardship.

In the upcoming year, our primary focus will be the development of comprehensive sustainability educational programs, alongside accessible training on our e-learning platform. Acknowledging the pivotal role of our frontline staff—comprising nurses, physicians and support personnel—as the backbone of our organization and the embodiment of our sustainability ethos, we are committed to empowering them with the requisite knowledge and skills to champion sustainability seamlessly in their daily endeavors. We will undertake the creation of a series of general and role-specific online training modules, covering topics such as energy conservation, waste minimization, sustainable procurement and green transportation. These modules will be designed to be engaging, interactive and tailored to the unique needs and challenges of each role, ensuring that sustainability education is not only accessible but also relevant and actionable for all our employees.



Green Teams and Sustainability Champions

In addition to formal training, we are also cultivating a network of grassroots Sustainability Champions through our Green Team program. Green Teams are volunteer groups of passionate staff members who come together to lead environmental initiatives and inspire their colleagues to adopt more sustainable practices. From organizing recycling drives and cleanup events to promoting plant-based eating and active transportation, Green Teams are the driving force behind our culture of sustainability.

Dr. Irene Osborn, mentioned earlier in the Anesthetic Gases section, is a shining example of the impact of our Green Teams. As the Director of Non-Operating Room Anesthesia and a Green Team leader, Dr. Osborn recognized the significant environmental footprint of anesthesia gases and

saw an opportunity to drive change from within. She launched the Montefiore Einstein Anesthesiology Green Team and has been leading the charge to educate her colleagues about sustainable anesthesia practices such as low-flow techniques and waste reduction strategies.

In addition to her work on reducing harmful anesthetic gases, Dr. Osborn has spearheaded several other sustainability initiatives within her department. She has championed the use of reusable and recycled materials in the operating room, worked to optimize energy efficiency in anesthesia equipment and promoted the adoption of environmentally friendly cleaning and sterilization practices.

Through her tireless advocacy and leadership, Dr. Osborn has inspired a movement within her department and beyond. She regularly organizes educational events, such as green grand rounds and sustainability workshops, to engage and empower her colleagues to take action. Her efforts have not only led to measurable reductions in the environmental impact of anesthesia but have also fostered a culture of sustainability that extends throughout the hospital.

Dr. Osborn's story is a testament to the ripple effect of education and the importance of empowering our staff to be agents of change. Her work demonstrates that every individual, regardless of role or specialty, has the power to make a difference and contribute to our sustainability goals.



“Sustainability is something we must consider every day in our workplace as well as our life. Small gestures and thinking wisely can have a big impact.”

Irene Osborn, MD
Director, Non-Operating Room Anesthesia, Anesthesiology,
Montefiore Einstein, Professor, Anesthesiology, Albert Einstein College
of Medicine, and Green Team leader

Montefiore

111 East 210th Street
Bronx, NY 10467

Montefiore Einstein