



# SUSTAINABILITY INITIATIVE

## STRATEGIC PLAN 2023-2027

### Goals and Actions Plan

The Target Initiative on Sustainability at the Geneva Graduate Institute was launched in the Autumn 2021 with the aims to promote and integrate ideas of sustainability in all areas of interest of the Graduate Institute from the teaching practices, research questions, students' engagement, partnerships, to the daily habits of its community. The target initiative is composed of a group of a dozen volunteer members representing various stakeholders from the IHEID community. The general objectives of the Sustainability Initiative are to develop and implement sustainability strategies, goals and targets linked to the institutional strategic, operational planning process, initiate policy initiatives, comply with relevant legislative requirements, provide an innovative forum for discussion of sustainability issues and contribute to the reinforcement of shared values around sustainability.

The Strategic Plan of the Sustainability Initiative at the Geneva Graduate Institute gives an overview of the initial objectives of the initiative over the 4-year period 2023-2027. Each objective is accompanied by a set of Goals and Actions Plan which details the planned activities over the year 2023, and which aims to be revised and updated on a yearly basis. The Strategic Plan will be reviewed in 2027 to further align the goals of the Geneva Graduate Institute on long-term targets of climate neutrality.

The Strategic Plan is divided into 10 topic sections that have been identified as particularly relevant to our community.

1. Teaching
2. Research and Policy Outreach
3. Communication and Visibility
4. Travel and Mobility
5. Green Spaces and Biodiversity
6. Social Policy and Work Conditions
7. Food
8. Recycling and Waste
9. Energy
10. Finance and Investment
11. Sustainable IT

## 1. TEACHING

**Objective 1:** Embed sustainability across our teaching curriculum; develop expertise and provide teaching resources on sustainability

<i>Key actions</i>	<i>Units involved</i>
Ensure that Sustainability is taught as part of MINT Core Courses	Sustainability Initiative, Head of MINT, Faculty members MINT Environmental Track
Collect annual data to measure how Sustainability is included in the teaching curriculum	Sustainability Initiative, IT, Library, Academic Departments, MINT

**Objective 2:** Promote and raise awareness about sustainability careers - Increase knowledge and visibility about green skills and green jobs for students

<i>Key actions</i>	<i>Units involved</i>
Collect information on Alumni engaged in environmental careers (contact professors to share names; make videos of Alumnis to share on website)	Sustainability Initiative, Career Services MINT Env Track Faculty

**Objective 3:** Promote and increase the visibility of our executive education courses on sustainability issues; improve coordination with academic departments and research centres.

<i>Key actions</i>	<i>Units involved</i>
Foster dialogue between the various departments and centres to generate ideas for new or for increased visibility of sustainability courses, methods, and invited experts	Executive Education, MINT, CIES, ARP Office

## **2. RESEARCH & POLICY OUTREACH**

**Objective 1:** Support research that actively engages policy makers and stakeholders in the co-production of knowledge and research on sustainability. Foster the creation of communities on cross-cutting issues of environment, climate change, sustainability

<i>Key actions</i>	<i>Units involved</i>
Develop steps towards the creation of communities at the policy/research interface on cross-cutting issues of environment, climate change, sustainability.	Strategic Partnerships, Research Centres
Targeted contribution at moments of relevant diplomatic meetings in Geneva or elsewhere	Strategic Partnerships, Research Centres,

**Objective 2:** Make sustainability research more visible to enhance coordination among researchers

<i>Key actions</i>	<i>Units involved</i>
Initiate a reflection on the relevance of 'SDG-goals' tags vs. broader sustainability tags (eg. on research cluster webpage)	Sustainability Initiative, Communication, Direction of Research, Global Governance Centre

**Objective 3:** Enhance and share information on research funding and philanthropic support on sustainability issues

<i>Key actions</i>	<i>Units involved</i>
Develop a list of organizations and foundations that provide potential research funding on sustainability issues	Direction of Research, CIES

**Objective 4:** Identify guidelines for sustainable research practices

<i>Key actions</i>	<i>Units involved</i>
Produce a short document benchmarking sustainable research practices across various funders (SNF, EU-ERC) and universities	Sustainability Initiative, Direction of Research

### **3. COMMUNICATION & VISIBILITY**

**Objective 1:** Promote and support engagement and dialogue within our community on sustainability issues

<b>Key actions</b>	<b>Units involved</b>
Promote and support the students' Sustainability Week at the Institute	Sustainability Initiative, Career Services, Students' Environmental Committee, Research Centres

**Objective 2:** Increase the visibility of sustainability issues at the Institute

<b>Key actions</b>	<b>Units involved</b>
Develop a communication strategy to raise awareness about the work of the Sustainability Initiative	Sustainability Initiative, Communication Department
Initiate a reflection on how to engage and promote sustainability actions during the IHEID 100 <sup>th</sup> Anniversary (2027)	Sustainability Initiative, Direction, Academic Departments, Research Centres

### **4. TRAVEL AND MOBILITY**

**Objective 1:** Reduce significantly our greenhouse gas emissions from professional travel. On the 2030 horizon, our goal is to reduce travel emissions by 25%.

<b>Key actions</b>	<b>Units involved</b>
Assess in which areas of our work air travel could be significantly reduced (teaching, research projects, admin meetings)	Sustainability Initiative, Direction of Research, Direction of Studies, Executive Education
Develop recommendations on destinations (city, region, international) to be reached by train/public transport and types of meetings to be held online/hybrid	Sustainability Initiative, Direction of Research, Direction of Studies
Implement the new travel policy at Institute-wide level	Direction

**Objective 2:** Improve data collection and monitoring of mobility-related greenhouse gas emissions

<i>Key actions</i>	<i>Units involved</i>
Improve data collection on professional travel (by means of transport air, rail, car and destination)	Sustainability Initiative, Accounting department, 2050Today
Improve data collection on commuting travel	Sustainability Initiative 2050Today, HR

**Objective 3:** Improve infrastructure towards low-emission mobility

<i>Key actions</i>	<i>Units involved</i>
Assess feasibility of improving bike parking facilities	Sustainability Initiative, Ville de Geneve
Perform an analysis of the Institute's vehicle fleet and make recommendations for future purchases	Sustainability Initiative, Administration, FM

**Objective 4:** Encourage behavioral change among our community members towards low-carbon mobility

<i>Key actions</i>	<i>Units involved</i>
Implement awareness campaign to promote the use of Institute-bikes	Sustainability Initiative, Infrastructure & Logistics, Ville de Genève
Develop recommendations to improve incentives for employees to use electric cars (e.g. parking facilities)	Sustainability Initiative, Infrastructure & Logistics
Assess the feasibility of revising the Mobility Directive to extend it to a larger share of employees	Sustainability Initiative, Accounting Department, HR

## **5. GREEN SPACES & BIODIVERSITY**

### **Objective 1:** Support and promote the Community Garden

<i>Key actions</i>	<i>Units involved</i>
Organize events and workshop to raise awareness and participation	Sustainability Initiative, Community Garden Committee
Develop policies to share responsibility and organization of a functioning composting system	Community Garden Committee

### **Objective 2:** Create more green areas at the Institute and students' residences

<i>Key actions</i>	<i>Units involved</i>
Assess the feasibility of greening existing terraces and spaces outside the Institute and Student Residences (benches and plant boxes)	Sustainability Initiative, Ville de Geneve
Develop and implement ideas for more green areas (more plants indoors, living wall...)	Sustainability Initiative
Assess ideas mentioned in reports for nature-positive universities	Sustainability Initiative

## **6. SOCIAL POLICY & WORK CONDITIONS**

### **Objective:** Ensure attractive, motivating and healthy working conditions

<i>Key actions</i>	<i>Units involved</i>
Improve data collection by reintroducing the HR survey on well-being of employees (PER, PAT, TAs)	Sustainability Initiative, HR, Administration
Coordinate with the Diversity Initiative to develop a family friendly policy for employees (parental leave, childcare)	Sustainability Initiative, HR, Gender & Diversity Initiative
Coordinate with the Diversity Initiative to develop attractive work conditions for employees	Sustainability Initiative, HR, Gender & Diversity Initiative

## **7. FOOD**

**Objective 1:** Raise significantly the share of vegetarian meals purchased at the cafeteria

<i>Key actions</i>	<i>Units involved</i>
Assess the feasibility of increasing vegetarian options with Novae	Sustainability Initiative, Students' EC, Novae
Improve data collection on share of vegetarian meals and decide on appropriate targets	Sustainability Initiative, Students' EC, Novae

**Objective 2 :** Raise the share of local products offered at the cafeteria

<i>Key actions</i>	<i>Units involved</i>
Review with Novae the definition of 'local products' (e.g. 400km)	Sustainability Initiative, Novae
Improve data collection on share of local products and decide on appropriate targets	Sustainability Initiative, Novae

**Objective 3:** Raise awareness about the carbon footprint of food

<i>Key actions</i>	<i>Units involved</i>
Develop an awareness campaign to increase vegetarian meals (e.g veggie-day once a month) at the cafeteria	Sustainability Initiative, Novae, Students' EC
Assess the feasibility of providing information on the carbon footprint of dishes	Sustainability Initiative, Novae
Communicate to academic departments, research centres, platforms about considering more vegetarian options for cocktails/events	Sustainability Initiative, Events, Research Centres, Academic Departments

**Objective 4:** Seek alternatives to Nespresso coffee that are fair trade, organic and without capsules

<i>Key actions</i>	<i>Units involved</i>
Obtain a quote from 2-3 coffee providers (e.g Bean2Me)	Sustainability Initiative

## **8. RECYCLING & WASTE**

**Objective 1:** Increase recycling facilities and reduce the amount of waste that is not recycled

<i>Key actions</i>	<i>Units involved</i>
Collect information and detailed data on waste management. Assess which waste is not recycled and provide detailed recommendations (cigarettes, aluminium, e-waste, etc) to improve this.	Sustainability Initiative, Infrastructure & Logistics
Obtain advice from external organizations (2050Today or other, City of Geneva) on how to reduce non-recycled waste.	Sustainability Initiative, Ville de Genève, 2050Today
Install additional recycling facilities based on recommendations	Sustainability Initiative, Infrastructure & Logistics

**Objective 2:** Raise awareness of our community about recycling facilities and behavior

<i>Key actions</i>	<i>Units involved</i>
Develop a presentation targeted to students during the Orientation Days (Identify external persons to lead such a workshop)	Sustainability Initiative
Organize events/visits related to waste and recycling during the Sustainability Week	Students' EC



## **9. ENERGY**

**Objective 1:** Reduce our greenhouse gas emissions resulting from heating and electricity (Scope 1 emissions)

<i>Key actions</i>	<i>Units involved</i>
Produce a short document: <ul style="list-style-type: none"><li>- Assessing the 'hot spots' of our energy consumption</li><li>- Identifying the feasibility of various options to reduce the carbon footprint of these 'hot spots' (including renewable energy)</li></ul>	Sustainability Initiative, Real Estate Direction

**Objective 2:** Develop a roadmap to improve our carbon footprint and assess the feasibility of net zero goals

<i>Key actions</i>	<i>Units involved</i>
Produce a short benchmarking exercise of net-zero goals for universities (including definitions of Scope 1, 2 and 3 emissions and assessment of where progress could be made)	Sustainability Initiative
Obtain advice from external organizations (2050Today or Climate Accelerator) on what a Roadmap for net zero would imply.	Sustainability Initiative, 2050Today

**Objective 3:** Raise awareness of our community on reducing energy use in buildings

<i>Key actions</i>	<i>Units involved</i>
Develop a presentation targeted to students during the Orientation Days (Identify external persons to lead such a workshop)	Sustainability Initiative, Housing Services

## **10. FINANCE & INVESTMENT**

**Objective:** Ensure that the Institute's investments are aligned with sustainability goals

<i>Key actions</i>	<i>Units involved</i>
Review the list of banks and investments funds with which the Institute is engaged	Sustainability Initiative, Financial Direction
Develop steps to divest from the fossil-fuel industry (if any)	Sustainability Initiative, Financial Direction

## **11. SUSTAINABLE IT**

**Objective 1:** Raising awareness about sustainable IT

<b>Key actions</b>	<b>Units involved</b>
Organize two participatory workshops (one per term) and two podcast interviews with our IT department and external experts to raise awareness about sustainable IT	Sustainability Initiative, IT, Tech Hub

**Objective 2:** Planning Data Archiving and Cleaning

<b>Key actions</b>	<b>Units involved</b>
Prepare a document with sustainable data management best practices for our intranet and a communication for regular data archiving and cleaning (e.g., "clean your data" day at the Institute) twice a year.	Sustainability Initiative, IT, Tech Hub