

Mission Statement Sustainability

January 2024

Preamble

Sustainability and the social and generational justice associated with it are fundamental challenges of the present time. As one of the leading peace research institutes in Europe, PRIF, in line with its constitution (§3), aims to develop transformative and resolute concepts with a view to increasing social justice. Conscious of its role as a research institution and its overall social responsibility, PRIF, hereinafter referred to as "we", is committed to considering the ecological, social and economic dimensions of its actions and the implications associated with them.

We understand sustainability as a guiding principle in all operational decisions and processes. Throughout our research and activities, we strive to adopt and demonstrate a resource-conserving, socially responsible, and environmentally conscious mentality. Social transformation requires a shift towards a culture of sustainability, to which the Leibniz Association commits itself in its "Mission Statement Sustainability."¹ Therefore, we align our research practice and science communication as well as all related activities along the guiding principle of sustainability. We aim to permanently incorporate sustainability into the institute's activities and to implement it through effective sustainability management, going beyond the minimum legal requirements, in the following fields of action.

The Mission Statement Sustainability provides a reference framework for a shared understanding at PRIF and serves as a foundation for the understanding and vision of the further work of the Working Group Sustainability as well as for all employees who are directly or indirectly involved in sustainability matters.

Definition of sustainability as a guiding principle and its fields of action

In our understanding of sustainable development, we, in line with the Leibniz Association, are guided by the definition of the Brundtland Commission as "[...] development that meets the needs of the present without compromising the ability of future generations to meet their own needs" (1987). In particular, this normative understanding aims at the long-term preservation of natural, social, and economic resources in the interest of present and future generations and thus includes the demand for inter- and intragenerational, social, and ecological justice in a global context. The objective is to ensure effective sustainability management in which the three pillars of sustainability - protection of the environment, economic viability, and social responsibility - are brought together in such a way that decisions are as sustainable as possible in all three dimensions.

In a research institution, sustainability refers not only to the processes of research itself, but equally to all operational processes and thus affects all members of the institution. The focus is on the following interconnected fields of action, which must thus be viewed as interlinked:

- Sustainability regarding strategy and organizational development
- Sustainability in all research processes
- Sustainability with regard to human resources management (employees and other members of the institute),
- Sustainability relating to the use of buildings and other infrastructure, as well as acquisition and mobility.

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This mission statement sets the framework for a culture of sustainability at PRIF that needs to be established and continuously developed with the necessary measures in the respective fields of action. The academic freedom and the legal independence of the institute shall remain undisturbed. The aim of the Mission Statement Sustainability is also to ensure that we all reflect on our actions in these areas and contribute to the sustainable development of the institute. A necessary condition for the implementation of a culture of sustainability is, in a first step, the anchoring of the principle of sustainability as a frame of reference and, in a second step, a continuous reflection of the interconnected fields of action in all development processes of the institute.

Strategic and organizational development

In the spirit of a whole-institution approach², we take into account the substantial relevance of sustainability as a development goal on the one hand and incorporate the guiding principle of sustainability in line with all our structures, procedures and management processes on the other. This includes agenda setting, human resource management, and all operational processes and extends from the executive level to the operational level, in both research and academic support, and includes the dialogue with the institute's members regarding all transformation and strategic processes.

In order to further systematise and expand existing knowledge and engagement in sustainability, the LeNa "Handout on sustainability management in non-university research institutions" provides guidance on the phases of the process

- Commitment;
- Analysis;
- Goals, strategies, and policies
- Implementation;
- Monitoring;
- and Communication.³

The PRIF Mission Statement Sustainability serves as a voluntary commitment at the start of a dynamic and continuous process towards strategic sustainability management. An assessment, carried out jointly with the key stakeholder groups at PRIF, is intended to determine the status quo and identify important issues in the relevant fields of action as well as opportunities and risks for future sustainability management (analysis). As a result, the

aspirations and objectives that guide the subsequent measures are to be defined in a participatory process (Goals, strategies and policies). This process stimulates an exchange of existing knowledge and enables us to continuously develop a shared understanding of sustainability at the institute.

A Task Force Sustainability Management appointed by the Executive Board can assess the status quo and develop goals, measures and guidelines for the work processes of the sustainability management. Initially, this Task Force will convene for one workshop. It will be comprised of members from a variety of work areas and interest groups to ensure that all relevant fields of action and expertise at the institute are represented as extensively as possible. Ideally, this will include members of the Working Group Sustainability, administrative staff and representatives of other areas of the Institute (incl. representatives of status groups), officers responsible for various matters (data protection, security, diversity, equal opportunities, inclusion, and disability officers) as well as the Staff Council and Executive. Task Force will consult on the implementation of a long-term sustainability management at PRIF.

In order to ensure the long-term effectiveness of its sustainability endeavours, it will also discuss how PRIF can monitor and regularly evaluate (or commission evaluations of) the measures internally and, if necessary, externally (e.g. with the help of an established reporting framework).⁴ As part of a long-term monitoring, the Executive Board can reconvene the Task Force.

The Working Group Sustainability will play a coordinating role in this process and will develop and propose ideas for a sustainability management and its potential goals and measures for the Task Force.

Sustainability in all research processes

The mission statement sustainability is a commitment that stands alongside existing principles that guide our actions, such as the guidelines on good scientific practice of the Leibniz Association⁵ und open access, PRIF's Ethics Guideline⁶ and the data protection guideline.

PRIF is committed to research best practice, academic excellence, and research with high societal relevance and responsibility. In accordance with the recommendations from the LeNa handout on sustainability management in non-university research institutions⁷ and the LeNa "Reflection Framework for Researching in Social Responsibility"⁸: a holistic approach, interdisciplinarity, audience orientation, reflection on impact and effectiveness, transdisciplinarity, transparency, ethicality, and addressing complexity and uncertainty. These are fundamental to sustainable conduct of research.

Sustainable Human Resources Management

Following our broad understanding of sustainability, sustainable HR management also stands for equal opportunities, appreciation of diversity, responsible treatment of both limited and unlimited-term employees, fulfilment of welfare obligations, and a good work-life balance. We pay particular attention to this: The executive and administrative staff, equal opportunity, inclusion, disability, diversity and safety officers, the staff council and all research

departments work together to improve labor conditions and the corporate culture of the institute. In order to have a sustainable impact, PRIF already bases its human resources management on the Terms of the German Diversity Charter⁹ and will continue to expand the following aspects along the LeNa recommendations:

- Securing availability and capability of employment, demand-oriented and service-oriented structuring of working conditions
- Active facilitation of employee development and career management, lifelong learning, diversity, physical and mental health, and a leadership culture characterized by appreciation, respect and fairness
- Strengthening strategic networking and cooperation in the areas of research, teaching, young talent development and knowledge transfer

Sustainable management of facilities, infrastructure, acquisition, and mobility

Our activities in the areas of research, policy advice, public relations, and science communication require the use of various resources. These essentially include the maintenance and use of facilities and IT infrastructure, acquiring supplies and conducting business trips, the production of digital and analogue publication formats, and the organization of events. In these areas, we use key levers for continuously improving sustainability and, in particular, for reducing our carbon footprint. To this end, we aim to systematically implement effective measures.

Self-commitment

This mission statement for sustainability constitutes a commitment by the institute, the Executive Board and all members to incorporate sustainability in all of the above-mentioned aspects. We approach the implementation continuously and diligently and grant it the due priority in our day-to-day activities at the institute. In this sense, sustainability is an all-institutional learning process characterized by (self-)reflection and exploration, participation and communication. In dialogue with other actors and networks from all areas of academic life and, if necessary, with the involvement of external expertise, we constantly strive for collective improvement with regard to a culture of sustainability.

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- ¹ Leibniz Gemeinschaft (2019): *Leitbild Nachhaltigkeit der Leibniz-Gemeinschaft*. Online verfügbar unter: www.leibniz-gemeinschaft.de/fileadmin/user_upload/Bilder_und_Downloads/%C3%9Cber_uns/Nachhaltigkeit/Leitbild_Nachhaltigkeit.pdf.
 - ² „Whole Institution Approach“, vgl. UNESCO. (2014). *Shaping the future we want. UN Decade of Education for Sustainable Development (2005–2014), Final Report*. DESD Monitoring and Evaluation, S. 30
 - ³ Leibniz-Gemeinschaft, Helmholtz-Gemeinschaft und Fraunhofer-Gesellschaft (Hrsg.) (2016): *Nachhaltigkeitsmanagement in außeruniversitären Forschungseinrichtungen, Handreichung*. BMBF-gefördertes Projekt „LeNa – Nachhaltigkeitsmanagement in außeruniversitären Forschungsorganisationen“, München, S. 18. Online verfügbar unter: www.nachhaltig-forschen.de/assets/lena_nachhaltig-forschen/Dokumente/LeNa-Handreichung_final.pdf.
 - ⁴ Als Grundlage für die Erschließung von Handlungsfeldern sowie für Berichterstattung und Evaluierung dienen das Papier „Sustainable Leibniz – Transforming research practices towards environmental sustainability“ der Working Group Sustainability der Leibniz PhD- und PostDoc-Netzwerke (online verfügbar unter: zenodo.org/records/7714680) sowie der Deutsche Nachhaltigkeitskodex (DNK) (Online unter: www.deutscher-nachhaltigkeitskodex.de/).
 - ⁵ Leibniz-Gemeinschaft (2021): *Leibniz-Kodex gute wissenschaftliche Praxis*. Online verfügbar unter: www.leibniz-gemeinschaft.de/fileadmin/user_upload/Bilder_und_Downloads/%C3%9Cber_uns/Gute_wissenschaftliche_Praxis/Leibniz-Kodex_gute_wissenschaftliche_Praxis.pdf; mit Verweis auf Deutsche Forschungsgemeinschaft e.V (2019/2022): *Leitlinien zur Sicherung guter wissenschaftlicher Praxis, Kodex*. Online verfügbar unter: www.dfg.de/download/pdf/foerderung/rechtliche_rahmenbedingungen/gute_wissenschaftliche_praxis/kodex_gwp.pdf.
 - ⁶ PRIF (2018): *Ethik-Leitlinie der HSFK*. Online verfügbar unter: www.hsfk.de/fileadmin/HSFK/hsfk_SonstigeDoks/Ethik_inkl_Regeln_guten_wiss_Arbeitens_website.pdf.
 - ⁷ Leibniz-Gemeinschaft, Helmholtz-Gemeinschaft und Fraunhofer-Gesellschaft (Hrsg.) (2016): *Nachhaltigkeitsmanagement in außeruniversitären Forschungseinrichtungen, Handreichung*.
 - ⁸ Leibniz-Gemeinschaft, Helmholtz-Gemeinschaft und Fraunhofer-Gesellschaft (Hrsg.) (2016): *Reflexionsrahmen für Forschen in gesellschaftlicher Verantwortung*. BMBF-gefördertes Projekt „LeNa – Nachhaltigkeitsmanagement in außeruniversitären Forschungsorganisationen“, Berlin. Online verfügbar unter: www.nachhaltig-forschen.de/assets/lena_nachhaltig-forschen/Dokumente/Reflexionsrahmen_FINAL.pdf.
 - ⁹ Charta der Vielfalt e.V.: *Diversity als Chance – Die Charta der Vielfalt für Diversity in der Arbeitswelt*. Online einsehbar unter: www.charta-der-vielfalt.de/ueber-uns/ueber-die-initiative/die-urkunde-im-wortlaut/.