

A close-up photograph of a thick, light-brown braided rope against a dark blue background. Several red ants are crawling on the rope. Some are carrying small, bright green leaf fragments. One ant on the right is carrying a larger, translucent, feathery object. The text is overlaid on the left side of the image.

# **SUSTAINABILITY AND RESPONSIBILITY PLAN 2022-2024**

**FROM AMBITION TO ACTION**

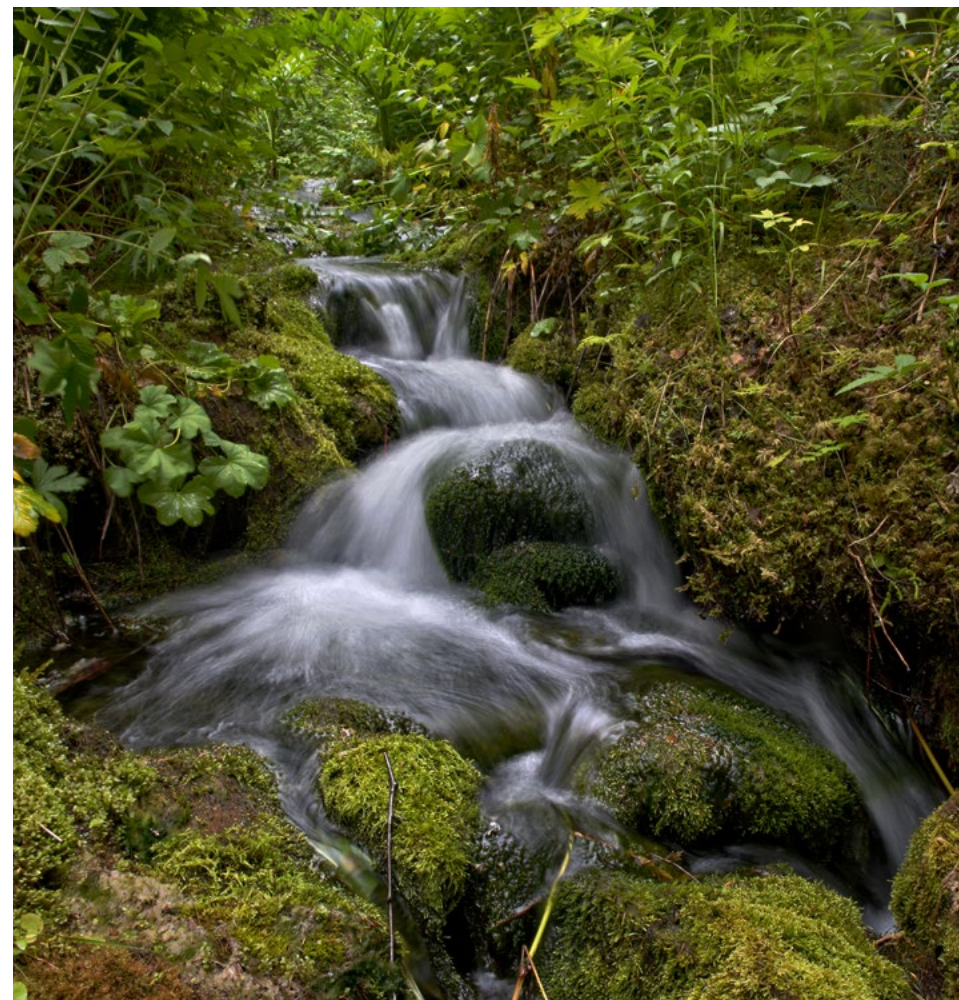


UNIVERSITY OF HELSINKI



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# FOREWORD

## VICE-RECTOR TOM BÖHLING

The University of Helsinki's pioneering basic research, open-minded curiosity and multidisciplinary collaboration create the conditions for solving the world's grand challenges. The importance of science for the future of the planet is irreplaceable. As a university, we have a great responsibility as well as an opportunity in building a more sustainable and inclusive future.

We are the largest and oldest science university in Finland. Since 1640 we have been involved in creating a fair and equal society. We cherish our long history, but we work for a better future. We make a difference through our research, through the education we provide, and through our third mission of public engagement both nationally and internationally. We also acknowledge that as a community of 40,000 people we can make a difference with our daily actions. This sustainability and responsibility plan outlines some of the steps we are taking in the upcoming years. The target is not the plan itself, but the actions supported by it.

An inclusive, equal, and prosperous community is a prerequisite for our success. This plan has been made through a collaborative process – it is done by and for the University community. I call upon everyone to play their part also in achieving the goals and ambitions set out in this plan and in our strategy. We now need action, not only promises, the input of us all is needed. I am proud to present the University of Helsinki Sustainability and Responsibility Plan 2022-2024.



# INTRODUCTION

The strategy 2021–2030 of the University of Helsinki outlines that we want to be a leader in responsibility and sustainability. Ambitious targets do not happen overnight nor without concrete actions. **This document presents an overview of the University of Helsinki's sustainability targets and initiatives for 2022–2024.** This collection of initiatives championed by various units, groups and individuals highlights our effort to integrate sustainability and responsibility into everything we do and move from single initiatives to a more holistic sustainability approach. The work outlined in this plan builds upon our previous work. Our sustainability journey is not just starting; this is the next step on our sustainability path. Examples of our previous work on sustainability and responsibility can be found on our [sustainability and responsibility website](#).

The sustainability work done in our 11 faculties, in our units, by our staff and students is more diverse than a single plan can ever document. Thus, **the list of actions presented in this plan does not claim to be comprehensive.** However, the plan hopes to give an overview of our actions and illustrates the UH's commitment to the implementation of the United Nations' 2030 Agenda.

We believe that by opening up our efforts for further discussion, we also open up to new opportunities to develop our work. Fostering an environment where constructive discussions and willingness to listen and learn are promoted is key to building a community that works together for sustainability goals.

**We recognise the opportunities, and our responsibility, to make an impact through our core duties as well as our daily activities.**

## THE SUSTAINABILITY AND RESPONSIBILITY PLAN AIMS TO:

- Identify the most important targets to us in the upcoming action period
- Help integrate sustainability and responsibility into everything we do, taking into account our core duties (research, education and public engagement) as well as our operations
- Increase transparency regarding our sustainability targets and sustainability work



Our sustainability and responsibility plan includes extensive recommendations relating to actions with regard to research, teaching, administration and societal impact. We have also assessed the internal structures and preconditions that further drive our commitment to sustainability. Thus, this document is divided into six chapters. First, we outline the basic structures and ways in which we are creating shared responsibility at the University (Chapter 1. Sustainability governance). After this, we highlight our core targets and initiatives in our core duties of research (Chapter 2), teaching (Chapter 3) and societal interaction (Chapter 4). In chapter 5, we present the main actions and initiatives in making our daily operations more sustainable. Finally, Chapter 6 describes how we will follow-up and report on our progress. Each chapter includes a list of supporting policies and plans that give further information on the outlined or supporting actions.

THE PLAN IS FOUNDED ON THE UNIVERSITY'S  
SHARED VALUES OF

**TRUTH  
BILDUNG  
FREEDOM  
INCLUSIVITY**

WHICH STEER THE UNIVERSITY COMMUNITY'S  
EVERYDAY ACTIVITIES AND INTERACTION.



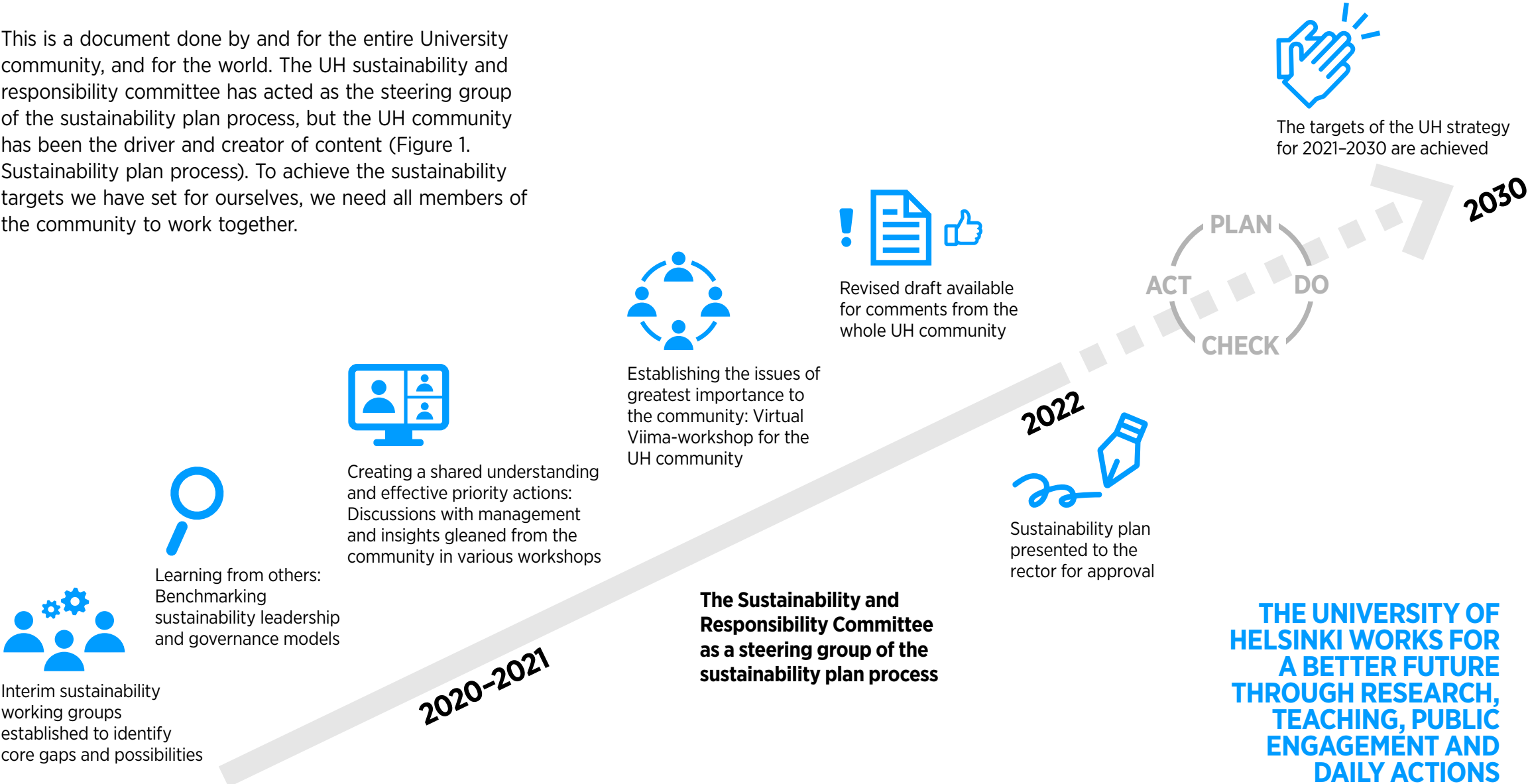
# THE UN SDGS AND UNIFI SUSTAINABLE DEVELOPMENT AND RESPONSIBILITY THESES AS A BACKGROUND

As outlined in our strategy, we use the UN's Sustainable Development Goals (SDGs) as a background to our sustainability work. We are committed to supporting all 17 UN Sustainable Development Goals in our work. For the period 2022-2024, our approach highlights a set of selected SDGs that we are putting an emphasis on: SDG 4 Quality Education, SDG 9 Industry, Infrastructure and Innovation, SDG 13 Climate Action and SDG 17 Partnerships for the Goals.

Together with the SDGs, the UNIFI (Universities Finland) theses on sustainable development and responsibility form the framework for the UH's sustainability work. The theses represent the universities' shared ambition and will to drive change that has a global impact.



This is a document done by and for the entire University community, and for the world. The UH sustainability and responsibility committee has acted as the steering group of the sustainability plan process, but the UH community has been the driver and creator of content (Figure 1. Sustainability plan process). To achieve the sustainability targets we have set for ourselves, we need all members of the community to work together.



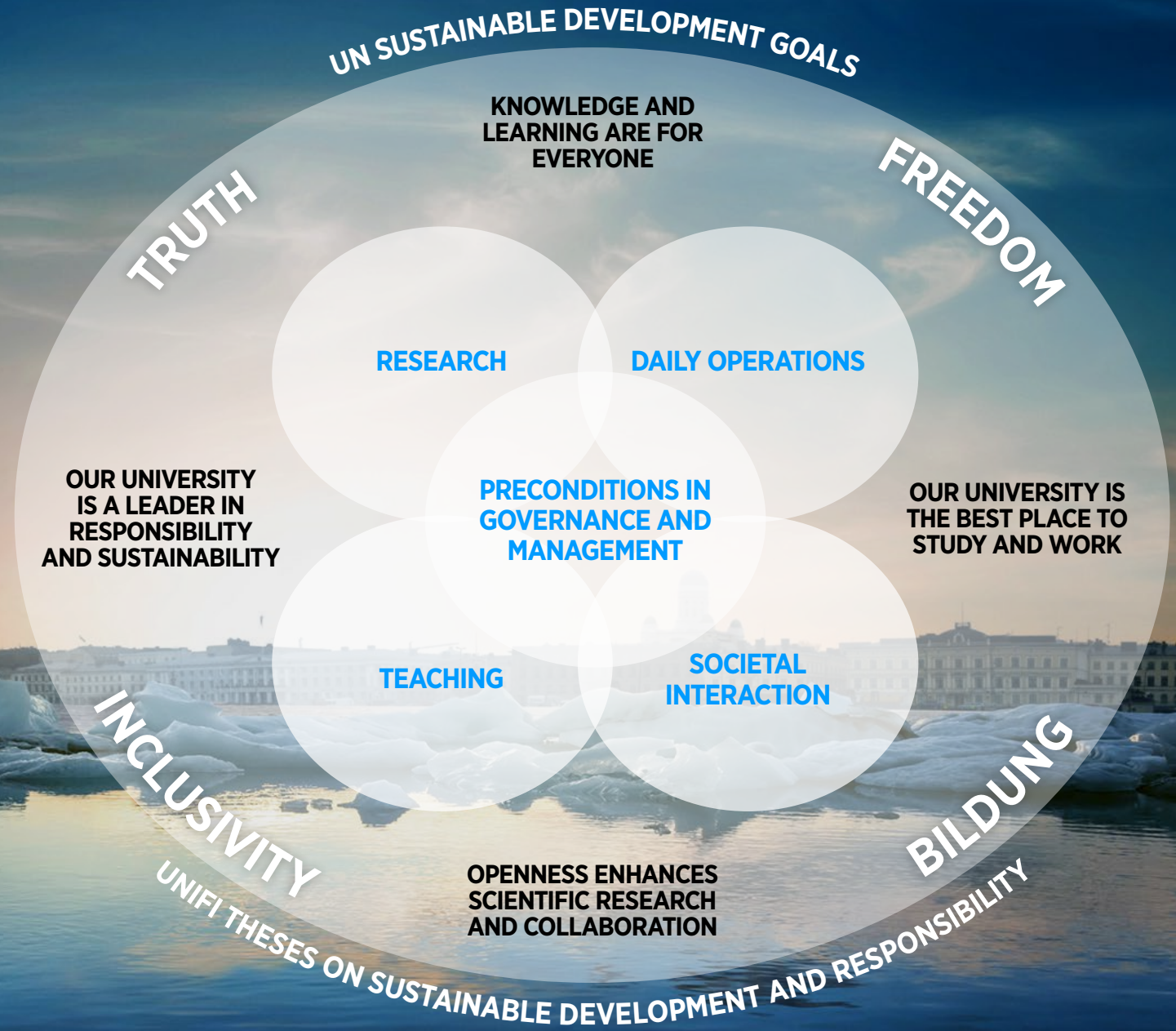
**FIGURE 1** Making the sustainability plan: an overview of the process

# OUR SUSTAINABILITY VISION

## A FORERUNNER IN SUSTAINABILITY AND RESPONSIBILITY

We need transformative change towards a sustainable society. For us this means impacting through our core duties, research, teaching, societal interaction, as well as our daily actions and governance and management.

Our vision is that the knowledge generated by the University of Helsinki supports society in its path towards sustainability. With our high-quality teaching we educate experts who have the ability to change the world. We will cultivate our global responsibility and sustainable development through interaction with the surrounding society. Sustainability and responsibility guide all our daily operations.





# SUSTAINABILITY AND RESPONSIBILITY PRIORITY AREAS FOR 2022-2024

We have chosen sustainability and responsibility priority areas for research, teaching, societal interaction, daily operations and preconditions in governance and management. These are the areas that we will have a special emphasis on in the upcoming years.

## RESEARCH

- Sustainability research and global partnerships
- Safe research and teaching environment
- Responsible research

## DAILY OPERATIONS

- Carbon neutrality
- Biodiversity and circular economy
- Sustainable procurement
- Responsible investing
- Equality and diversity
- Wellbeing and participation

## PRECONDITIONS IN GOVERNANCE AND MANAGEMENT

- Targets and indicators
- Operations management
- Possibilities for sustainability action

## TEACHING

- Sustainability in education
- Global partnerships
- Continuous learning

## SOCIETAL INTERACTION

- Research-based knowledge in decision-making
- Responsible partnerships
- National and international cooperation



# 1 SUSTAINABILITY GOVERNANCE AND MANAGEMENT

## PRIORITY AREAS 2022–2024

- TARGETS AND INDICATORS
- OPERATIONS MANAGEMENT
- POSSIBILITIES FOR SUSTAINABILITY ACTION



# 1 SUSTAINABILITY GOVERNANCE AND MANAGEMENT AT THE UNIVERSITY OF HELSINKI

THE PRECONDITIONS FOR SUSTAINABILITY AND RESPONSIBILITY ARE LAID IN EVERYDAY STRUCTURES

The preconditions for sustainability and responsibility are created by integrating sustainability into governance structures and ways of working. A systemic approach where roles and responsibilities are clear and where sustainability is not an afterthought of a few, but an integral issue for many, helps achieve our ambitious goals.

## Our commitment

Ambitious strategic goals require concrete measures, resource allocation and clear roles and responsibilities. We aim to further strengthen and systematise the structures and practices of our sustainability and responsibility work, through modifying existing activities and practices from the point of view of sustainability and responsibility and ensuring versatile opportunities for participation.

11

faculties

4

independent institutes

7

sectors

31 600

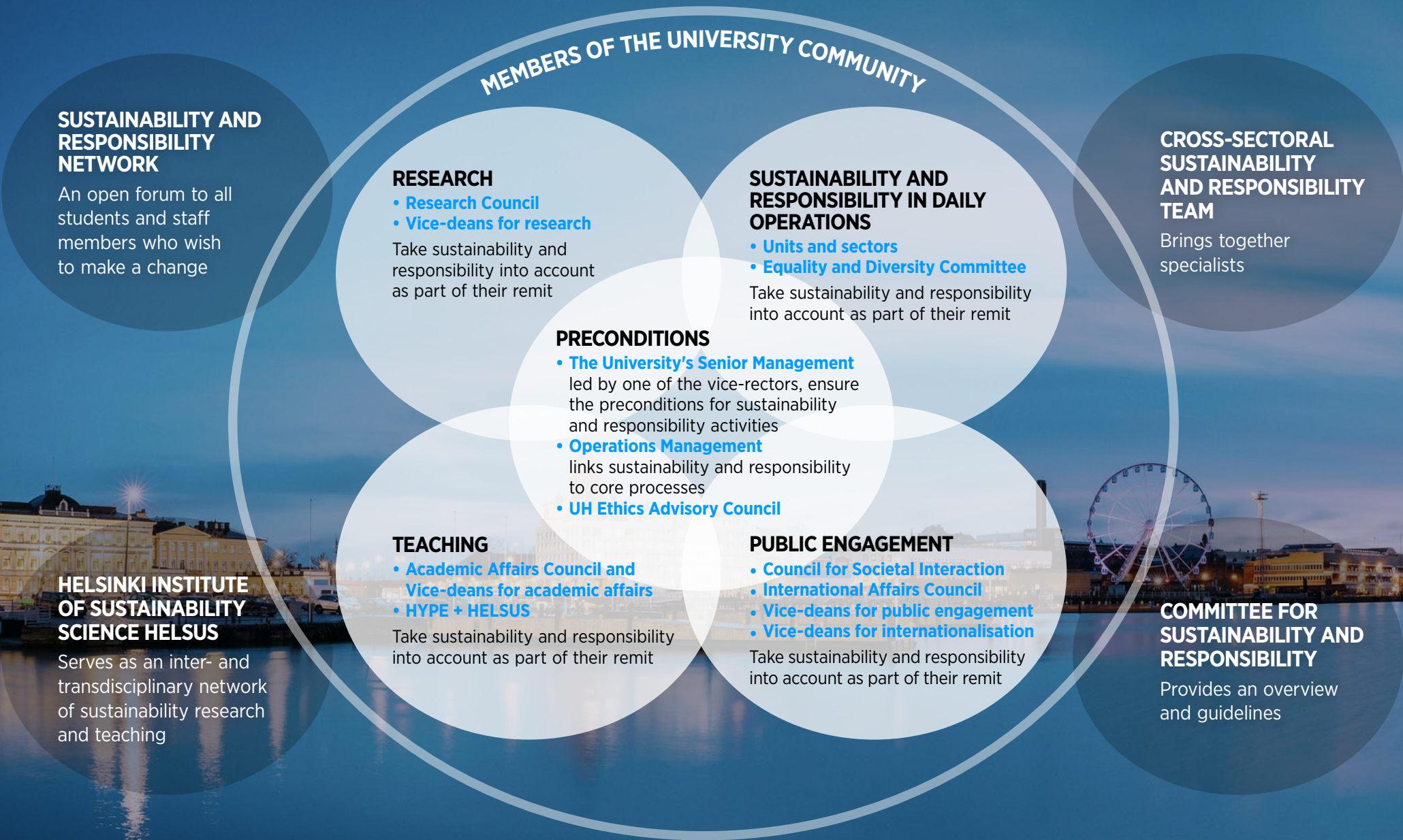
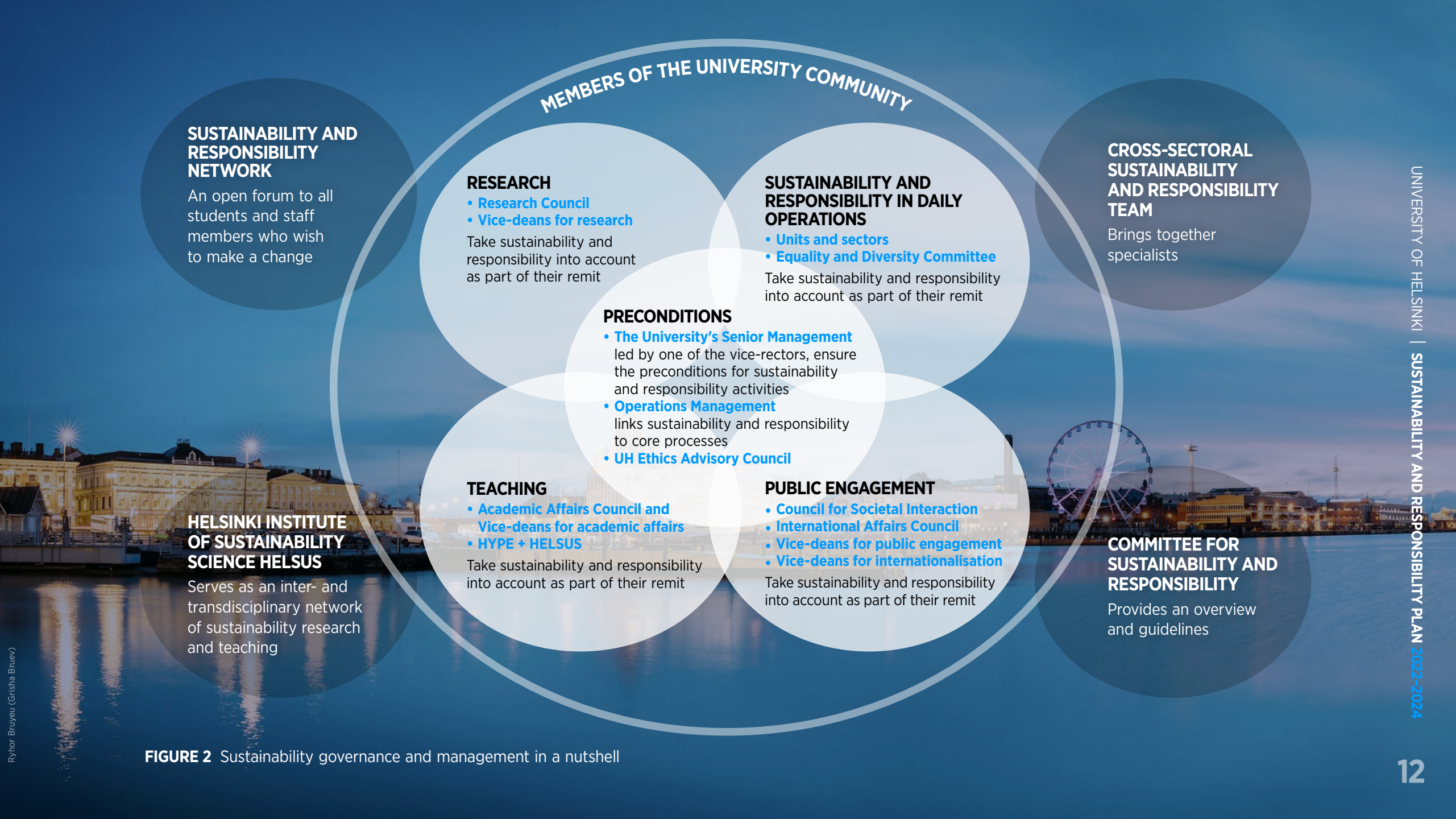
degree students

8 100

employees

56 555

continuous learners developed their skills at the University of Helsinki in 2020




**FIGURE 2** Sustainability governance and management in a nutshell




# SUSTAINABILITY GOVERNANCE AND MANAGEMENT AT THE UH: KEY TARGETS AND ACTIONS DURING THE PERIOD 2022-2024

PRIORITY AREA: TARGETS AND INDICATORS	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will set clearly measurable and trackable targets for our sustainability and responsibility activities.</b></p> <p><b>We will monitor the achievement of the targets and report openly on our activities.</b></p>	We will publish a sustainability and responsibility plan for each implementation planning period, outlining the University's key sustainability and responsibility targets, actions and responsible units and persons, and promoting the transparency of our sustainability and responsibility efforts.	Next sustainability plan published in 2025	Communications and Community Relations	Programme published
	We will develop our sustainability and responsibility reporting by publishing an annual sustainability and responsibility report, incorporating information on the University's related efforts. Key results will be reported annually to the rector and vice-rectors. In addition, key sustainability and responsibility actions will be summarised in the University's annual review.	Annually, from 2022	Communications and Community Relations	Annual report  Main chapter in the Annual review
	We will incorporate sustainability and responsibility themes permanently into the target negotiations between the rector and the units.	Annually from 2022	Operations Management	Sustainability and responsibility as a theme in target negotiations



PRIORITY AREA: TARGETS AND INDICATORS	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will set clearly measurable and trackable targets for our sustainability and responsibility activities.</b></p> <p><b>We will monitor the achievement of the targets and report openly on our activities.</b></p> 	An annual discussion of the sustainability and responsibility framework will be added to the agendas of the University's committees and councils. As part of this annual review, the committees and councils will explore, in particular, the implementation of UNIFI's theses on sustainable development and responsibility and of the University's sustainability and responsibility plan, and will assess development needs in their field.	Annually from 2022	Committee and council secretaries, Communications and Community Relations	A summary of the previous year and a review of the coming year, completed each spring
	We will survey how the perspective of sustainability and responsibility can be better linked to the University's quality assurance efforts and thinking. We will examine indicators of responsibility and sustainability suitable for the University.	By 2025	Communications and Community Relations, Operations Management	University level indicators
	We will participate in the annual Times Higher Education (THE) Impact Ranking.	2022	Communication and Community Relations, Operations Management	Ranking in the top 50 of THE Impact Rankings



PRIORITY AREA: TARGETS AND INDICATORS	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
	We will establish the University of Helsinki Sustainability Fund to support the University's sustainability research, teaching and public engagement activities.	2022	Communications and Community Relations	Fund established
PRIORITY AREA: OPERATIONS MANAGEMENT	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will incorporate sustainability and responsibility assessment into the University's project planning and reporting as well as the University's internal audits and risk management.</b></p> 	We will survey how sustainability and responsibility assessment can be incorporated more closely into the University's project planning and reporting.	By 2024	Administrative Services, IT Centre, Communications and Community Relations	Sustainability and responsibility in project planning and reporting assessed
	We will survey how sustainability and responsibility assessment can be added to the strategic portfolio reviews in the University's project management activities.	By 2024	Operations Management, Communications and Community Relations	Portfolio review assessed
	We will develop responsibility and sustainability risk assessment in units.	By 2025	Administrative Services	Risk assessment developed

PRIORITY AREA: POSSIBILITIES FOR SUSTAINABILITY ACTION	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will reinforce the opportunities of our staff, students and alumni to promote both a more sustainable future and a sense of inclusivity.</b></p> 	<p>We will further develop the University's sustainability and responsibility network activities that offer the community opportunities to promote the UN Sustainable Development Goals in practice. We will include the University's alumni in our network activities and seek ways to promote sustainability and responsibility together with our alumni. We will promote discussion, reflection and action on and for sustainability.</p>	2022-2024	Community Relations	Sustainability and responsibility network in action
	<p>We will promote sustainability and responsibility together with the Student Union and seek ways to increasingly promote sustainability and responsibility together with our students. We will develop campus gardening with the association Kampusviljely ry and the Student Union.</p>	2022-2024	Community Relations	Campus gardening enabled on three campuses, student representation in projects and committees

### Supporting policies and plans

- Quality Management



# 2 RESEARCH

## **PRIORITY AREAS 2022-2024**

- SUSTAINABILITY RESEARCH AND GLOBAL PARTNERSHIPS
- SAFE RESEARCH AND TEACHING ENVIRONMENT
- RESPONSIBLE RESEARCH



## 2 RESEARCH

### BUILDING KNOWLEDGE, CAPACITY, AND SOLUTIONS THROUGH RESPONSIBLY CONDUCTED SCIENCE

Scientific knowledge allows for the identification of critical pathways to break unsustainable patterns. However, the impact of science goes beyond solutions. The very foundations of safe, stable and prosperous societies are integrated in the broader impacts of academic freedom and dialogue. A 381-year-old institution provides a longer and much needed perspective than that of financial quarter-year planning or the fast-paced political changes. We foster dialogue and integrate diverse ways of knowing in our activities. Universities produce cultural and knowledge capital, which not only draws from research but also from integrity, tolerance and life-long learning. We do not know what challenges lie ahead, thus curiosity, the autonomy of science and the freedom of research are central values in research.


Sustainability in research also means following the premises of the responsible conduct of research, supporting the principles of open science and promoting a multifaceted global perspective in finding solutions to sustainability challenges.


#### **Our commitment**




In the spirit of global responsibility, we will build a more sustainable future by generating knowledge for finding solutions to both local and global issues and thereby benefiting the global community. We will generate understanding for the benefit of society through responsible and ethical research. Our objective for 2030 is to be an attractive multidisciplinary hub of sustainability science and teaching that enjoys international recognition. Openness is a fundamental precondition for the implementation of our core duties. We strive to ensure that research can take place in safe conditions without the threat of violence and persecution.



# RESEARCH: PRIORITY AREAS AND ACTIONS DURING THE PERIOD 2022-2024

PRIORITY AREAS: SUSTAINABILITY RESEARCH AND GLOBAL PARTNERSHIPS	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will consolidate the University's high-quality sustainability research as well as communicate on it together with our partners.</b></p> <p><b>We will develop global partnerships, perspectives and expertise.</b></p> 	We will strengthen inter-faculty initiatives related to sustainability research which is inter- and transdisciplinary and solution-oriented through the Helsinki Institute of Sustainability Science HELSUS.	2022-2024	HELSUS	Inter-faculty initiatives in sustainability science €/year (HELSUS)
	We will increase strategic doctoral researcher positions in the multidisciplinary research themes of sustainable development by selecting 10 multidisciplinary doctoral researchers focused on these themes.	2022-2026	Doctoral Programmes	Contracts of employment
	We will strengthen our global partnerships, for example, by establishing an exchange programme for Early Career researchers working at African universities, connected to the goals of sustainable development.	2022-2025	International Affairs	Pilot completed by end of 2025 and evaluated by steering group
	We will develop ways of monitoring and analysing the share of publications related to research on sustainable development.	2022-2024	Library metrics team	As part of the sustainability and responsibility report
	We will host UniPID (Finnish University Partnership for International Development), and support the network's actions for the establishment of responsible global academic partnerships, including their initiative to devise ethical guidelines for academic collaboration with the Global South.	2021-2024	UniPID, international affairs, Faculty of Agriculture and Forestry	UniPID strategy

PRIORITY AREAS: SAFE RESEARCH AND TEACHING ENVIRONMENT	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will take action to ensure that research can be conducted in safe conditions without the threat of violence or persecution by contributing to the protective measures provided to researchers and students in need of protection.</b></p> <div>    </div>	<p>We will contribute to protection of threatened scholars through actions within the Scholars at Risk network, and related funding arrangements. We will chair the Finnish section of Scholars at Risk in 2022–2023.</p>	2022–2023	International Affairs	Duties as the SAR chair

PRIORITY AREAS: RESPONSIBLE RESEARCH	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will provide a systematic university and unit level approach to the promotion of open science and research, good scientific practice, and the responsible management of research data.</b></p> <div>    </div>	<p>We will reinforce the support provided to academic staff in issues of research ethics. We will create online training on research integrity for supervisors and researchers. We will offer training in responsible research.</p> <p>We will actively support responsible research data management through our research data policy and data protection principles and their implementation.</p>	2022-2024	Research Services	A pilot version of the online training will be completed by 2023.
	<p>We will support the principles of open science, research and learning as part of responsible research. We will establish a coordination body for open science and research, outline objectives for open science and research, and formulate rules for the provision of open infrastructures and data. We will integrate qualifications in open science and research into the assessment of research and researchers.</p>	January 2024	Research Services	Operations of the coordination body launched, rules formulated

## Supporting policies and plans

- [Research Integrity](#)
- [Research Ethics](#)
- [Responsible conduct of research](#)
- [Open Science](#)
- [Policy on supporting academic freedom \(a part of the ethical guidelines\)](#)
- [University of Helsinki Research Data Policy](#)
- [Data Protection Principles](#)



# 3 TEACHING

## PRIORITY AREAS 2022–2024

- SUSTAINABILITY IN EDUCATION
- GLOBAL PARTNERSHIPS
- CONTINUOUS LEARNING



# 3 TEACHING

## EDUCATING EXPERTS WHO WILL CHANGE THE WORLD

We believe that knowledge and learning are for everyone and we strive to educate experts who will change the world. We wish to empower learners of all ages with the knowledge, skills, values and attitudes to address the interconnected global challenges we are facing. We have both the responsibility and a great privilege and opportunity in educating over 30 000 students a year. Through science education and life-long learning we have great potential to make a difference.

### Our commitment

Our objective for 2030 is to be an attractive multidisciplinary hub of sustainability science and teaching that enjoys international recognition. The themes of sustainability will be exhaustively integrated into all education programmes to ensure that the University educates experts who will steer the world towards sustainability and responsibility. With the help of science education and communication, we will export scientific thought outside the University, as knowledge belongs to everyone.







# TEACHING: PRIORITY AREAS AND ACTIONS DURING THE PERIOD 2022-2024

PRIORITY AREA: SUSTAINABILITY IN EDUCATION	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will ensure that the sustainable development goals are included when applicable in the objectives and contents of all degree programmes.</b></p> <p><b>We will strengthen the skills of doctoral students in all fields in solving challenges for sustainable development.</b></p>	In connection with planning the curriculum period 2023–2026, we will draw up joint policies and guidelines for strengthening sustainability expertise. Sustainability and responsibility will be integrated into the model of academic specialist skills.	2022	HYPE, HELSUS, degree programmes	Policies, model of academic specialist skills updated
	We will implement a project on the promotion of sustainable development in teaching, in which degree programmes will develop ways of integrating sustainability themes into their content. The project will support degree programmes in implementing the sustainability policies for curriculum design in practice and will encourage faculties and degree programmes to implement shared multidisciplinary sustainability teaching activities.	2022–2024	HYPE, HELSUS, degree programmes	Number of people who have completed the sustainability course
	We will strengthen the pedagogical expertise of teachers and degree programme directors, taking the UN Sustainable Development Goals into account, by developing a course entitled Generic Academic Skills and Constructive Alignment for teachers and by redesigning the training of senior lecturers in university pedagogy and the curriculum in university pedagogy.	2022–2024	HYPE and all faculties together	Sustainability in university pedagogy curriculum
	Each year, we will organise the HELSUS Co-creation Lab to enable master's students to explore key sustainability challenges in their master's theses together with collaboration partners.	2022–2024	HELSUS	Number of completed theses





PRIORITY AREA: GLOBAL PARTNERSHIPS	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will develop partnership-based collaboration with universities in the Global South, increasing opportunities for mutual training and professional development, while enhancing the knowledge capital of the students' home countries.</b></p> <div>   </div>	We will implement One Health Early Career Champions collaboration together with the University of Nairobi.	2021-2022	Services for Doctoral Education, International Affairs	Pilot completed by January 2023
	We will strengthen equal collaboration with partners in the Global South through global pilots, such as the Global Innovation Network for Teaching and Learning (GINTL) that promotes solutions for global education challenges.	2021-2024	GINTL coordination team: Faculty of Education, International affairs	Number of ongoing partnerships and new collaboration initiatives from the Global South
	We will host the UniPID (Finnish University Partnership for International Development) network, and for example their support for creating collaborative online courses with partners from the Global South.	2021-2024	UniPID, International affairs, Faculty of Agriculture and Forestry	UniPID strategy

PRIORITY AREA: CONTINUOUS LEARNING	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will develop sustainable development into a spearhead in continuous learning and will promote national and international collaboration in sustainability studies.</b></p> <p><b>We will strengthen staff skills in the promotion of sustainable development.</b></p> <div>   </div>	<p>We will develop a micro-skills programme in sustainable development as part of the Una Europa network and will offer the programme as part of our continuous learning provision.</p>	By 2023	Coordination of Una Europa collaboration (International Affairs, Administrative Services), content coordinated by the Faculty of Science/ INAR	Programme offered as of autumn 2022
	<p>We will actively develop our continuous learning provision and collaboration with other higher education institutions. We will commit to coordinating and developing the Climate University network and will offer related courses to our students. We will support the formation of the national Biodiversity Education Network.</p>	2022-2024	Teaching and Learning Services, Services for Digital Education and Continuous Learning, Educational programmes	Credits completed through cross-institutional studies, course codes in all courses
	<p>We will develop the sustainability expertise of our staff through the 'Responsible University' programme. We will draw up two new sections for the programme: sustainability and responsibility in the University's operational environment, and a sustainability MOOC for staff.</p> <p>We will offer staff the 'Equal University' training programme.</p>	2022-2024	Communications and Community Relations, Facilities and Properties, HYPE, HELSUS, HR Services	Number of those who have completed the Responsible University programme by January 2024

## Supporting policies and plans

- [Continuous Learning at the University of Helsinki](#)
- [Open University](#)
- [Science Education](#)



# 4 SOCIETAL INTERACTION

## PRIORITY AREAS 2022-2024

- RESEARCH-BASED KNOWLEDGE IN DECISION-MAKING
- RESPONSIBLE PARTNERSHIPS
- NATIONAL AND INTERNATIONAL COOPERATION



# 4 SOCIETAL INTERACTION

## CREATING A BETTER WORLD TOGETHER WITH OTHER ACTORS IN SOCIETY

The urgency and scale of current global challenges emphasise the importance of cooperation. Universities have a strong global influence with extensive networks of international alumni and partners. It is instrumental to our sustainability efforts that we understand how we can have an impact on a local, regional, national and international scale, especially when we work together with other actors in society.




### **Our commitment**

The knowledge produced at the University supports the sustainability transition of society. We promote our global responsibility and sustainable development by being active in international discussions and projects, as well as in the formulation of research programmes and policies. We will ensure that research results are increasingly available to the various sectors of society thanks to the University's strong and responsible business collaboration, innovation activities, work with NGOs and other public engagement.








Veikko Somerpuro

# SOCIETAL INTERACTION: PRIORITY AREAS AND ACTIONS DURING THE PERIOD 2022-2024

PRIORITY AREA: RESEARCH-BASED KNOWLEDGE IN DECISION-MAKING	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will strengthen the University's role as an influential global social force by supporting decision-making and public discussion founded on research-based knowledge and deepening collaboration with various stakeholders.</b></p> <div>    </div>	<p>We will support decision-making and public discussion, promoting sustainable social development founded on research-based knowledge.</p> <p>We will organise Finland's largest sustainability science conference, the annual Sustainability Science Days, together with Aalto University.</p>	2022-2024	HELSUS	Number of participants in Sustainability Science Days
	<p>We will support the role of national advisory panels on science and research. Coordination responsibility for the Finnish Expert Panel for Sustainable Development in 2021-2022. Coordination of the communications of the Finnish Climate Change Panel and the Finnish Nature Panel.</p>	2022-2024	HELSUS, Communications and Community Relations	Coordination and communication efforts by UH
	<p>We will promote collaboration with the City of Helsinki. We will strongly focus the direct impact activities of the urban collaboration engaged in the Helsinki Institute of Urban and Regional Studies (Urbaria) on themes of sustainability and responsibility between 2022 and 2024. Of the Urbaria activities, events in the Direct Dialogue series, science and research coaching, and the research discussions for leaders organised by the Urban Academy's strategic management group will focus from 2022 to 2024 on the theme of sustainability and how its impact can be enhanced.</p>	2022-2024	Communications and Community Relations, Helsinki Institute of Urban and Regional Studies (Urbaria)	Number of events organised and number of participants in them
	<p>We will aim to put the spotlight on sustainability and responsibility in all University communications.</p>	2022-2024	Communications and Community Relations	Think Corner series of events



PRIORITY AREA: RESPONSIBLE PARTNERSHIPS	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will ensure that sustainable and responsible operating methods are part of all our partnerships and events.</b></p> <p><b>We will strengthen sustainability and responsibility expertise and thinking in the University's entrepreneurship and innovation activities.</b></p> <div>    </div>	We will update the ethical guidelines for business collaboration. We will draw up guidelines and, possibly, forms for the assessment of business collaboration partners involved in research.	2022	INNO-team	Ethical guidelines published
	We will strengthen the assessment of responsibility and sustainability as part of analysing the strategies of potential fundraising partners and examining the prospecting efforts of international partners.	2022-2024	Fundraising team	Sustainability as one criteria to choose fundraising projects, donations directed to sustainability
	We will improve the assessment and management of risks in international collaboration.	Start 2022	International Affairs	Pilot project running in 2022
	We will ensure that events organised at the University are aligned with the UN Sustainable Development Goals. We will create a University-level manual for organising sustainable events to obtain concrete tools and guidelines for events organised at the University or by the University community.	June 2023	Conference and event services	Manual created and included in the event organisation guidance and process
	We will advance the entrepreneurial skills of students and the academic community through the activities of Helsinki Think Company. The focus will be on influencing urgent social issues and developing concrete solutions to significant problems with the help of opportunities offered by entrepreneurship. We will support the sustainability transformation of society through campus incubator activities.	2022-2024	INNO-team	Helsinki Think Company activities around sustainability

PRIORITY AREA: NATIONAL AND INTERNATIONAL COOPERATION	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will continue to engage in open national and international cooperation with other higher education institutions to promote sustainability and responsibility efforts.</b></p>  	<p>We will participate actively in the Finn-ARMA and UNIFI sustainability groups as well as in various international networks (e.g., IUCA, SDSN Northern Europe). Active participation and promotion of sustainability and responsibility in international networks, such as the LERU and UNA Europa networks.</p>	2022-2024	Community Relations	Agreements and memberships

## Supporting policies and plans

- [Africa programme for 2021-2030](#)
- [Ethical Guidelines](#)
- [Business Collaboration](#)
- [Research Cooperation for Businesses](#)



# 5 DAILY OPERATIONS

## PRIORITY AREAS 2022-2024

- CARBON NEUTRALITY
- BIODIVERSITY AND CIRCULAR ECONOMY
- SUSTAINABLE PROCUREMENT
- RESPONSIBLE INVESTING
- EQUALITY AND DIVERSITY
- WELLBEING AND PARTICIPATION

# 5 DAILY OPERATIONS

## A COMMUNITY OF 40 000 MAKING A DIFFERENCE THROUGH DAILY ACTIONS

As a community of over 40,000 people, we can and should make a difference through our daily actions. This means concrete measures in tackling the climate crisis and safeguarding biodiversity. The future is determined by what we do now.




Everyday sustainability and responsibility also means that we work actively to promote equality, equity and wellbeing. Basing community on equality, non-discrimination and opportunities to participate is not only the right thing to do but forms a community that is more resilient and better equipped to make a difference.

### **Our commitment**

We will significantly improve our ecological sustainability and achieve carbon neutrality by 2030. We will integrate the Sustainable Development Goals of the United Nations into our operating culture. We aim high in our sustainable investment policy: our objective is to be Europe's leading and the most responsible university investor. Sustainability and responsibility guide the University community in procurement, services, and reforms. We will enhance democracy and genuine and empathetic diversity in the work community, that spring from respect for and willingness to support every member of the community.






# DAILY OPERATIONS: PRIORITY AREAS AND ACTIONS DURING THE PERIOD 2022-2024




PRIORITY AREA: CARBON NEUTRALITY	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will develop the calculation principles of our carbon footprint and make concrete climate emissions reductions. We will achieve carbon neutrality in 2030.</b></p> <div>    </div>	We will draw up a carbon neutrality roadmap for the University. In this roadmap, we will define sub-targets and proposed actions for reducing and compensating for climate emissions from different operations, enabling us to achieve our objective of carbon neutrality in 2030.	January 2023	Research Services, Facilities and Properties, Communications and Community Relations, University of Helsinki IT services	Roadmap drawn up, actions agreed
	We will begin to track CO2 emissions extensively. We will develop CO2 emissions reporting concerning the University's acquisitions by procurement category and will continuously monitor supplier reporting. We will use CO2 emissions, recycling, energy consumption and other indicators for the reporting produced by contract suppliers.	By the end of 2022	Procurement	Introduction and monitoring of reports, further development of the Hansel CO2 report and publication on Flamma intranet
	We will increase the percentage of carbon-neutral district heating.	2022-2024	Facilities and Properties	Percentage of carbon-neutral district heating of all district heating  Plan for the transition to carbon-neutral energy procurement completed in 2022
	We will increase the production of renewable energy in University properties. In 2025 at least 5% of the energy used in University buildings will be produced renewably on site (starting level: 1.5%).	2022-2024	Facilities and Properties	% of renewables produced on site








PRIORITY AREA: CARBON NEUTRALITY	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will develop the calculation principles of our carbon footprint and make concrete climate emissions reductions. We will achieve carbon neutrality in 2030.</b></p> <div>    </div>	<p>We will take concrete energy-saving actions. Our target is that energy and water consumption in the buildings used by the University will have been reduced by 10% in 2025 from the level in 2014.</p> <p>We will carry out thermal imaging in our properties to detect heat leakages, fix them and analyse the impact on heat consumption. The target is to draw up a campus-specific programme for such imaging.</p> <p>We will review the principles for tracking consumption and strive to offer users real-time information on consumption.</p> <p>We will examine temperatures in properties and reduce the difference between the indoor and outdoor temperatures.</p> <p>We will begin to use energy-saving features in audiovisual equipment (automatic shutdown) and will extend the lifecycle of equipment with technical solutions (laser light sources in projectors).</p>	2022-2024	Facilities and Properties, HY247	Annual energy savings calculated
	<p>We will support carbon-neutral commuting by enhancing the preconditions for cycling and adding charging points for electric cars.</p> <p>We will consider alternative fuels (gas and electricity) in the acquisition of means of transport and strive for the lowest possible environmental impact, taking the size and efficient use of the means of transport into account.</p>	2022-2024	Facilities and Properties, HY247	Number of charging points for electric cars Paid and supervised parking on campuses



PRIORITY AREA: CARBON NEUTRALITY	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will develop the calculation principles of our carbon footprint and make concrete climate emissions reductions. We will achieve carbon neutrality in 2030.</b></p> <div>    </div>	<p>We will implement guidelines for hybrid work to make more efficient use of work facilities and reduce staff commuting. We will reduce recruitment-related travel, for example, by conducting job interviews, teaching demonstrations and site visits remotely with the help of digital tools.</p>	2022	HR Services	Guidelines for hybrid work completed
	<p>We will create a roadmap for low-carbon construction.</p>	January 2024	Facilities and Properties, HY247	Roadmap created




PRIORITY AREA: BIODIVERSITY AND CIRCULAR ECONOMY	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will significantly improve our ecological sustainability and will work actively to prevent nature loss.</b></p> <p><b>We will establish circular economy models and guidelines for the University by developing new functional practices for using services as well as for sharing, renting and recycling equipment and facilities.</b></p> <div>    </div>	<p>We will implement a natural capital and ecosystem survey on the University's four campuses. At the same time, we will compile proposed actions to promote biodiversity in campus green areas and minimise harm to nature.</p>	January 2025	Communications and Community Relations, Facilities and Properties	<p>Nature capital and ecosystem service survey carried out</p> <p>Proposed actions drawn up</p>
	<p>We will draw up guidelines/model criteria for sustainable construction. We will set recycling goals for each construction project.</p>	By January 2025	Facilities and Properties, HY247	<p>Sustainability and responsibility criteria established, and reporting templates available for use in tendering</p>
	<p>We will promote the circulation of equipment by introducing a system in which units can recycle old equipment (e.g., laboratory equipment). The same system can be used to notify if a unit has an underused device that other units could also use.</p>	By the end of 2023	Procurement, laboratory services	<p>Practice adopted</p>
	<p>We will create guidelines for both external designers and internal users on the longevity and maintenance of furniture as well as preferred furniture materials, and will recommend the use of equipment and furniture currently in storage. We will maximise the efficient circulation and reuse of audiovisual equipment and furniture, and will search for new sales channels.</p>	2024	Facilities and Properties, HY247	<p>The amount of furniture recycled for reuse outside the University</p>










PRIORITY AREA: BIODIVERSITY AND CIRCULAR ECONOMY	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will significantly improve our ecological sustainability and will work actively to prevent nature loss.</b></p> <p><b>We will establish circular economy models and guidelines for the University by developing new functional practices for using services as well as for sharing, renting and recycling equipment and facilities.</b></p>	We will draw up new guidelines on environmental responsibility for properties, to be introduced as the minimum level in all properties.	2023	HY247	Guidelines created
	We will reduce the amount of mixed waste by increasing efficient sorting. We will further develop sorting opportunities, update sorting instructions and create instructions related to container dimensions. We will provide training in waste sorting. We will improve the comparability of reporting on waste management.	2022-2024	HY247, Facilities and Properties	The University's waste volumes will be more comprehensively monitored (total volume, by campus).
	We will promote the integration of sustainable development principles into the day-to-day operations of research laboratories. We will promote the higher utilisation rate of laboratory equipment and will establish indicators to track the use of such equipment. We will increase the efficient lifecycle management of research equipment. We will promote the deployment of sustainable technologies. We will offer training for laboratory staff on the flows of goods, circular economy and responsibility in laboratories.	By the end of 2024	Research Services	Indicators created and tracked for the utilisation rate of infrastructures  Themes integrated into training







PRIORITY AREA: PROCUREMENT	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will emphasise the principles of moderation, sustainability and responsibility in the University's procurement and tendering guidelines.</b></p> <p><b>We will promote suppliers' fair livelihoods in our procurement activities.</b></p> <p><b>We will promote the responsibility of research equipment and goods.</b></p> <div>    </div>	We will revise the University's procurement and tendering guidelines, emphasising the principles of moderation, sustainability and responsibility. We will draw up guidelines that set out an alternative approach to replacing a new purchase with more responsible procurement, emphasising the principle of moderation.	By the end of 2022	Procurement	Guidelines updated
	In tendering, the University will select as partners those suppliers who commit to responsible operations in all areas of responsibility. In tendering, CO2 reporting and a programme for reducing and reporting CO2 emissions will be required. We will primarily select carbon-neutral partners whose activities are carbon neutral or who compensate for their emissions.	2021-2024	Procurement	Supplier monitoring, report monitoring, monitoring suppliers' environmental programmes
	We will require that goods and equipment procured are delivered either carbon neutrally or using carbon-compensated delivery methods. Energy consumption will be used as a selection criterion in equipment procurements in which lower energy consumption indicates higher product quality. We will procure goods and equipment that are recyclable and have a long lifespan.	2021-2024	Procurement	Energy consumption as a selection criterion in equipment procurements
	We will pledge to maintain our status as a Fairtrade University.	2022-2024	Community Relations	Compliance with the Fair Trade University criteria

PRIORITY AREA: RESPONSIBLE INVESTING	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We wish to be the most responsible university investor in Europe. Our investments are regulated and guided by our Principles of investments and spending policy, Principles of responsible investments, and Investment plan. In summary, our investments need to cover our responsibilities to the university itself, its partners, society, as well as the environment.</b></p> <div>    </div>	We will increase crease impact investments. Joint investments with e.g. Finnfund	2024	Investments	MEUR
	We will increase startup- and spinout-investments. Volume and number of new investments.	2024	Investments	N, MEUR
	Responsibility reporting of listed investments. Generate new report for listed investments together with external service provider.	2022	Investments	Publication
	We will improve responsibility reporting of unlisted investments. Gather information and generate new responsibility report for unlisted investments.	2023	Investments	Publication
	We will decrease CO2 footprint of investments. Engage with fund managers and reallocate investments	2024	Investments	CO2 footprint



PRIORITY AREA: EQUALITY AND DIVERSITY	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will pledge to promote equality and prevent discrimination in all our activities.</b></p> <p><b>We wish to be a pioneer in creating an atmosphere that respects diversity.</b></p> <div>   </div>	<p>We will review the University's language policy and guidelines concerning inappropriate behaviour and harassment, and will enhance the accessibility of our operations.</p>	2022-2023	HR Services, Equality and Diversity Committee, Administrative Services	Policies and principles reviewed
	<p>We will develop the accessibility and inclusiveness of our recruitment.</p> <p>We will introduce a new recruitment system with greater consideration of accessibility.</p> <p>We will start using the Recognizing International Talent badge. In this framework, we will invest in identifying unconscious bias and examine language requirements in recruitment.</p>	2022	HR Services	New recruitment system in use, Recognizing International Talent badge in use
	<p>We will carry out a survey on gender-based violence at the University and use the results to further develop our activities (UniSAFE-project).</p>	2022-2023	HR Services	Survey carried out
	<p>In 2022 we will focus on disability inclusion by raising awareness of the issue, organising training and further developing the University's activities from the perspective of inclusion.</p>	2022	HR Services, Equality and Diversity Committee	Training and events organised
	<p>We will increase information on accessible routes and examine the possibility to join the city's service map.</p>	2022-2024	Facilities and Properties, HY247	Number of completed Accessibility assessments
	<p>We will increase the number of gender-neutral toilets.</p>	2022-2024	Facilities and Properties, HY247	Percentage of gender neutral toilets

PRIORITY AREA: WELLBEING AND PARTICIPATION	EXAMPLES OF KEY ACTIONS	TIMEFRAME	RESPONSIBLE UNIT	MONITORING THE TARGET
<p><b>We will promote the University's values, a thriving work and study community, and an inclusive and participatory culture of operations.</b></p> <p><b>We will ensure that each member of the University community has the opportunity to engage in issues that affect them and receive information in a timely manner.</b></p> <div>     </div>	We will systematically monitor and develop wellbeing by conducting a University-wide workplace wellbeing survey at two-year intervals, drawing up workplace wellbeing development plans for units and monitoring their implementation. We will use the results of the workplace wellbeing survey to enhance leadership and supervisory work.	2022-2024	HR Services, Sector Directors	Wellbeing survey and developments plans implemented
	We will provide training in responsible leadership and supervisory work by offering supervisors a training programme that strengthens their skills in a coaching and interactive leadership style. We will assess leadership and supervisory work and use the results to outline future development areas in leadership.	2022-2024	HR Services	Training programme in offer
	As an employer, we will take responsibility for those in a vulnerable position in the job market. We will implement an employment programme for minorities. We will employ those liable for non-military service as well as unemployed job seekers.	2022-2024 2022	HR Services	Minority employment programme implemented
	We will help the University's international master's students find employment through a targeted traineeship programme. All our traineeships will include a salary.	2023-2024	HR Services	Number of employed international trainees
	We will support the integration of the spouses of international researchers through the new services provided by the HEILIFE project: networks, support material, career cooperation.	2022	HR Services	HEILIFE project outputs

### Supporting policies and plans

- [Equality, Diversity and Accessibility](#)
- [The University of Helsinki Equality and Diversity Plan 2021-2024](#)
- [Responsibility in Investment](#)
- [The Principles for Responsible Investment Activities](#)
- [University of Helsinki Investment Plan 2021-2022](#)
- [Ethical Guidelines](#)
- [HY247 vastuullisuusraportti](#)
- Helsinki University Properties sustainability report



# ASSESSING OUR PROGRESS

## REVIEWING AND REPORTING

Universities have always been places of exploration, new ways of thinking and the willingness to reconsider issues. Our work is also shaped by constant interaction with the surrounding world. New ideas emerge, research-based knowledge gives new insights, and laws and regulations change – so will our sustainability and responsibility work. We wish to leave room for flexibility to explore, discover and create.

The UH Sustainability and Responsibility team is centrally responsible for supporting the implementation of the measures, following them up and, when necessary, revising the plan. An annual Sustainability Report will be published online providing transparency about our approach and progress. The report will show a snapshot of the work we are doing across our operations, research, teaching and outreach to advance sustainability.





**WITH THE POWER  
OF KNOWLEDGE  
– FOR THE WORLD**



UNIVERSITY OF HELSINKI