



OVERVIEW OF SUSTAINABLE WELLBEING

Sustainability and responsibility
at the University of Helsinki 2025



UNIVERSITY OF HELSINKI



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FOREWORD

Striving to be a leader translates into comprehensive development and responsiveness to changes in the operating environment

In the spring of 2025, we published the University's second sustainability and responsibility plan, with the promotion of sustainable wellbeing as its central theme. The University's long-term goals of being a leader in sustainability and responsibility, as well as the best place to study and work, require us to align our operations with planetary boundaries while nurturing and strengthening our social foundation, that is, the wellbeing of our community.

Changes in the operating environment challenge us in reaching our goals, destabilise conventional structures and strain the University community in many ways. At the same time, staff and students have increasingly diverse needs, the status of research-based knowledge and science are more and more called into question, and expectations for responsibility are growing. Evolving regulations, the sustainability of AI, as well as the increasing interconnectedness of efforts for the nature and the climate drive us to examine both the direction of our operations and their minimum requirements. It is increasingly important for us to identify the key priorities of sustainability and responsibility efforts specifically from the University's perspective.

The University has taken systematic measures to promote its strategic goals for sustainability, responsibility and wellbeing. Plans, roadmaps and regular surveys help in targeting these measures, and goals have been consistently achieved. Examples of this include the University's success in international sustainability rankings, positive results in the workplace wellbeing survey, and the recognition we have received as an international employer.

To retain our ability to respond to the rapidly changing world around us and the resulting challenges within the framework of community wellbeing and environmental sustainability, we must increasingly examine our efforts for sustainability and responsibility as a whole. This is precisely where the notion of sustainable wellbeing is guiding us. It must be anchored in decision-making, structures and research-based development. By fostering sustainable wellbeing within the University, we will ensure that the University reflects it also outwards – continuing to produce new knowledge, solutions and talent for the planet and humanity.

Vice-Rector Anne Portaankorva



Veikko Somerpuro



ABOUT THE REPORT

This is the sixth report on sustainability and responsibility at the University of Helsinki. Its purpose is to review the status of the University's efforts in this area and introduce the actions taken to achieve our goal of being a leader in sustainability and responsibility. Instead of being an exhaustive description of everything we do, the report aims to provide a comprehensive overview of the University's overall efforts for sustainability and responsibility.

It begins with a description of the governance and management of these efforts, followed by an exploration of the University's core duties of research, teaching and public engagement from the perspective of sustainability and responsibility. Towards the end, the report describes the impact of everyday University operations on the climate, the environment, community wellbeing and the promotion of equality. The report's appendices describe the progress of the measures in the sustainability and responsibility plan and the equality and diversity plan.

GOVERNANCE AND MANAGEMENT OF SUSTAINABILITY AND RESPONSIBILITY EFFORTS

Our sustainability and responsibility efforts are based on the UN Sustainable Development Goals and the theses on sustainable development and responsibility by the Council of Rectors of Finnish Universities.

The University's strategic goal is to be a leader in sustainability and responsibility, as well as the best place to study and work by 2030. As part of pursuing them, we publish our sustainability and responsibility plan and the statutory equality and diversity plan for each implementation period. This pursuit is also supported by other University programmes and guidelines, including the facilities development programme Campus Vision 2040, approved in 2025.



22nd

in the QS World University
Rankings: Sustainability ranking

101–200th

in the Impact Rankings of
Times Higher Education

From goals to measures

In 2025, we published the University's second sustainability and responsibility plan, with a focus on sustainable wellbeing. In the coming years, we will invest particularly in competencies, our operating culture and decision-making, and the identification of interconnections from the perspective of sustainable wellbeing.

In addition, we published our equality and diversity plan for 2025–2028 (read more on page 34).

The implementation of the sustainability and responsibility plan and the equality and diversity plan are monitored annually. Read more on their implementation in Appendices 1 and 2.

[Strategic Plan of the University of Helsinki 2021–2030](#)

[Sustainability and Responsibility Plan 2025–2028](#)

[Equality and Diversity Plan 2025–2028](#)

Management of sustainability and responsibility efforts

Sustainability and responsibility efforts are managed by the vice-rector responsible for that area. In addition, the rector and vice-rectors share responsibilities for promoting wellbeing as well as equality and diversity.

Faculty vice-deans for sustainability and responsibility oversee practical measures at the faculties.

The Sustainability and Responsibility Council steers and monitors the achievement of long-term sustainability and responsibility goals and measures.

Among other things, the Equality and Diversity Committee draws up the equality and diversity plan and monitors its implementation.

Faculties and the administrative sectors of University Services promote sustainability through implementation plans. A comprehensive group of specialists in these sectors and teams work on sustainability, including the Facilities and Properties sector and the procurement team.

Established at the beginning of 2025, the Sustainable Wellbeing unit at University Services is responsible for the overall promotion and coordination of sustainability and responsibility efforts. It supports and develops measures for equality and diversity as well as student and staff wellbeing, and oversees staff skills development.

Sustainability and responsibility efforts are reported for each year internally as well as through these public reports.

Responsible management model

Vice-rector for wellbeing
Vice-rector for sustainability and responsibility
Vice-rector for equality and diversity

Vice-deans for sustainability and responsibility

Sustainability and
Responsibility Council
(as of January 2026)

Equality and Diversity
Committee

Sustainable Wellbeing unit (University Services)



University of Helsinki practices

Responsibility and transparency are the foundation of all our operations. In our work, we observe the principles of good governance. Each member of the University community is responsible for making everyday life at the University increasingly sustainable and responsible. In this, they are supported by jointly agreed practices and guidelines.

Examples of guidelines and policies that guide our daily operations:

- [Ethical guidelines](#)
- [Research integrity](#)
- [Principles of responsible interaction](#)
- [Principles for responsible investment activities](#)
- [Carbon Neutral University of Helsinki by 2030 – roadmap \(to be updated in 2026\)](#)
- [Sustainable travel at the University of Helsinki](#)
- [University of Helsinki catering recommendations](#)

RESEARCH

Research-based knowledge for the planet and people

The University of Helsinki's ambition is to be known internationally as an attractive, multidisciplinary hub for sustainability research and teaching.

Our leading research on the climate and the environment draws on expertise across sustainability. We need in-depth understanding of social, economic and cultural sustainability to balance the needs of nature and humans. Areas of particular expertise in our sustainability research include climate and atmospheric research, ecology and biology, One Health, and food research.

In addition to the Sustainable Planet area, sustainability is also strongly linked to our other top research areas: Learning and Evolving Societies, Future Technologies and Precision Health.

In addition to multi- and interdisciplinary sustainability research, we will in 2025–2028 invest particularly in responsible research, and in long-term, life-cycle-aware research infrastructures.

SUSTAINABLE PLANET AS A TOP RESEARCH AREA

5

Centres of Excellence funded by the Research Council of Finland

3

Flagships funded by the Research Council of Finland

5

research projects funded by the European Research Council

LEARNING AND EVOLVING SOCIETIES AS A TOP RESEARCH AREA

6

Centres of Excellence funded by the Research Council of Finland

2

Flagships funded by the Research Council of Finland

8

research projects funded by the European Research Council

FUTURE TECHNOLOGIES AS A TOP RESEARCH AREA

4

Centres of Excellence funded by the Research Council of Finland

4

Flagships funded by the Research Council of Finland

10

research projects funded by the European Research Council

PRECISION HEALTH AS A TOP RESEARCH AREA

5

Centres of Excellence funded by the Research Council of Finland

4

Flagships funded by the Research Council of Finland

9

research projects funded by the European Research Council

Read more about our top research areas on our [website](#).

Research associated with sustainability and responsibility is promoted through research networks, institutes and communities

These include for instance the Helsinki Institute of Sustainability Science (HELSUS), the Institute for Atmospheric and Earth System Research (INAR), the Helsinki Institute of Urban and Regional Studies (Urbaria), the Helsinki Inequality Initiative (INEQ), the Helsinki Institute of Life Science (HiLIFE), the Ruralia Institute and the Helsinki One Health (HOH) network.

Examples of publication numbers for research networks linked to sustainability in 2023–2025

Publication type	2023	2024	2025
Number of scholarly peer-reviewed publications (A, C)			
Helsinki Institute of Life Science (HiLIFE)	711	660	708
Institute for Atmospheric and Earth System Research (INAR)	301	308	362
Helsinki Institute of Sustainability Science (HELSUS)	769	741	796
Helsinki One Health (HOH)	269	315	277
Helsinki Inequality Initiative (INEQ)	400	388	342
Helsinki Institute of Urban and Regional Studies (Urbaria)	228	280	287
Diversity in Society and Life (DIVSOL)		2	71
Number of publications focused on public engagement (B, D, E)			
Helsinki Institute of Life Science (HiLIFE)	46	50	49
Institute for Atmospheric and Earth System Research (INAR)	21	13	30
Helsinki Institute of Sustainability Science (HELSUS)	208	164	209
Helsinki One Health (HOH)	22	30	38
Helsinki Inequality Initiative (INEQ)	164	176	152
Helsinki Institute of Urban and Regional Studies (Urbaria)	90	95	120
Diversity in Society and Life (DIVSOL)		3	47



HELSINKI INSTITUTE OF SUSTAINABILITY SCIENCE (HELSUS)

HELSUS is a cross-faculty research network that increases understanding of the conditions necessary for societal sustainability transformations as well as their limits and processes. The network develops sustainability education and enhances the competencies of staff and students in sustainability science. HELSUS produces high-quality research knowledge for domestic and international policymaking, the private sector, and civil society through five research themes:

- Connecting climate change, ecosystems and wellbeing
- Unpacking inequalities to enable just, democratic and resilient transitions
- Rethinking production and consumption
- Shifting paradigms, methods and practices of sustainability science
- Co-producing knowledge for sustainable futures

In 2025

- Together with the University of Helsinki and Aalto University, HELSUS organised the Science for Sustainability conference under the theme 'Bursting the Sustainability Bubble' for 270 onsite participants.
- HELSUS, Natural Resources Institute Finland (Luke) and the Finnish Environment Institute (Syke) together organised the Viikki Sustainability Research Seminar on sustainability transformations and related economics.
- The HELSUS-RESET Brown Bag Lunch seminars introduced current sustainability research on a monthly basis, while two guest lectures explored the possibilities of global systems science and a proposed convergence paradigm.
- HELSUS organised a writing workshop for junior researchers, media training and a panel on sustainable journalism in a sustainable society.

[HELSUS annual reports](#)



HELSUS has **more than 420 members**, including doctoral and senior researchers from all 11 University of Helsinki faculties and Luomus.

RESILIENT AND JUST SYSTEMS (RESET)

Resilient and Just Systems (RESET) is a profile-building area based on a strong multi- and transdisciplinary approach under the Profi 7 funding scheme. Pooling together natural and social sciences, it unites researchers from the HELSUS, HOH and INEQ research networks.

In 2025:

- The 2025 RESET Research Symposium in Viikki connected researchers and introduced the four RESET profile-building themes through a full-day programme.
- In March, RESET, the Helsinki Institute for Social Sciences and Humanities (HSSH) and the Finnish Karl Marx Society organised a seminar on fossil capitalism and degrowth. Hosting two international speakers, the event attracted over 100 participants online.
- In April, an event entitled What is Possible – Engaged Scholarship on Healthcare, Humanitarianism, Education, and Climate Action brought together 135 Finnish and international scholars and practitioners. The event boosted cross-disciplinary collaboration and information exchange, resulting in tangible societal impact.

HOH HELSINKI ONE HEALTH

HOH Helsinki One Health promotes multidisciplinary research on the health and welfare of humans, animals and the environment, as well as their interconnections. The network comprises six University of Helsinki faculties as well as the Finnish Food Authority, Natural Resources Institute Finland (Luke) and the Finnish Institute for Health and Welfare (THL).

Internationally, HOH operates particularly in the Una Europa alliance's One Health focus area and collaborates with Estonia and the other Baltic countries with Horizon Europe WIDERA funding. Events targeted at researchers, stakeholders and the general public are central to its operations.

Since 2024, HOH has expanded its operations from research to education. Master's and doctoral programmes focusing on One Health are being designed at the University of Helsinki, while a continuous learning module entitled One Health in Governance is being developed under Una Europa for professionals.



READ MORE

about our research

Examples of research findings published during the year

- 🔍 [Efficient method for capturing carbon dioxide from the atmosphere developed at the University of Helsinki.](#)
- 🔍 [New guidelines facilitate ecological offsetting.](#) (in Finnish only)
- 🔍 [Protected nature reserves alone are insufficient for reversing biodiversity loss.](#)
- 🔍 [Clear-cutting and rotation forest management may pose a risk to soil carbon reservoirs.](#)
- 🔍 [Recent University of Helsinki study demonstrates how municipality-business collaboration can promote sustainable solutions in urban environments.](#) (in Finnish only)
- 🔍 [New policy brief: Biodiversity monitoring in Finland should be developed and expanded to keep up with rapid change.](#)
- 🔍 [Research exposes challenges in realising inclusive values in basic education.](#) (in Finnish only)
- 🔍 [This is what an effective social innovation for the sustainability transformation of the food system looks like.](#) (in Finnish only)
- 🔍 [Finnish researchers' discovery may reveal why breast cancer is not always responsive to immunotherapy.](#)
- 🔍 [Broadest study to date on climate anxiety among Finnish adolescents: Maintaining hope is key.](#)



PROMOTING RESPONSIBLE RESEARCH

In 2025, responsible research was promoted through several support measures, extending to the management of research.

- In 2024 and 2025, the digital MyResearch service was deployed in stages, supporting researchers in planning and documenting responsible research and easing the process of applying for ethics reviews.
- Over the course of the year, the University's four research ethics committees reviewed almost 200 ethics review requests, strengthening research ethics in various disciplines.
- The practices of open and responsible research were promoted by updating the research data policy and identifying and prioritising key development targets in open science.
- Research data management was boosted by deploying the Federated European Genome-Phenome Archive (FEGA) service for the safe storage and controlled sharing of sensitive genome data together with HUS Helsinki University Hospital, as well as by consolidating the Data Access Committee model for data access management established in 2024.
- In December, the University of Helsinki organised the Open Science and Research Winter Conference with the Finnish Federation of Learned Societies.
- A responsible research perspective was integrated into the development of the University's compliance operations and research security discussions.

➤ RECOGNITION OF DISTINGUISHED CLIMATE CONTRIBUTORS IN LAPLAND

The University of Helsinki's research stations in Värriö and in Kilpisjärvi were recognised for their decades-long climate and environmental monitoring efforts, receiving one of the Lapland Climate Awards presented in the inaugural Lapland Climate Gala. The award acknowledges the work of hundreds of people over a long period of time and the regional impact of the University's Arctic Programme. The gala was organised as part of the Lapland Climate Seminar under the theme 'From strategy to climate action'.

The University of Helsinki has **seven research stations**, six in Finland and one in Kenya, as well as one research farm in Viikki.

TEACHING

We educate experts who will change the world

Sustainability is linked to all fields of education. We offer sustainable development perspectives as part of degree programmes, courses and modules, and in our staff training. Sustainability expertise has been integrated into discipline-specific knowledge and skills in degree programmes as well as generic academic skills.

From 2025 to 2028, we will invest particularly in the development of sustainability education and content, as well as related communications. We will also diversify the provision of continuous learning and encourage our staff to develop their skills as well as promote a general understanding of sustainable wellbeing and its development through various forms of continuous learning. We will develop our continuing education provision to support competencies in sustainable wellbeing in society at large.

KEY TEACHING FIGURES IN 2025

134

degree programmes
(36 bachelor's,
65 master's
and 33 doctoral
programmes)

32,588

degree students

6,451

completed
(bachelor's,
master's and
doctoral)
degrees

1,242

students
completed the
Sustainability
Course



STATUS OF SUSTAINABILITY EDUCATION

- ◆ The SUST-001 Sustainability Course is compulsory in 18 degree programmes and optional in 69 of them, in addition to which many programmes have designed discipline-specific sustainability courses. In 2025, a total of 1,242 students completed the Sustainability Course.
- ◆ An assessment of sustainability education carried out in 2025 demonstrated that the scope and depth of integration for new sustainability competencies vary in the targeted learning outcomes presented in degree programme curricula. While outcomes for scholarly and ethical thinking are used in 92% of our programmes, those for systemic thinking and other new sustainability competencies appear in only 21%.

Source: Södervik, I., Tuononen, T., Ratvio, R., Laisi, T., & Pietikäinen, J. (2026). Educating agents of change: Investigating curricula to foster sustainability competencies in university. *The Curriculum Journal*, 00, 1-19. <https://doi.org/10.1002/curj.70050>

The University of Helsinki is part of the Sustainability Studies Network, a collaborative teaching network of 11 Finnish higher education institutions. The network offers multidisciplinary courses in environmental, sustainability and responsibility themes open to all degree, postgraduate and exchange students of partner institutions.



Joel Grandell

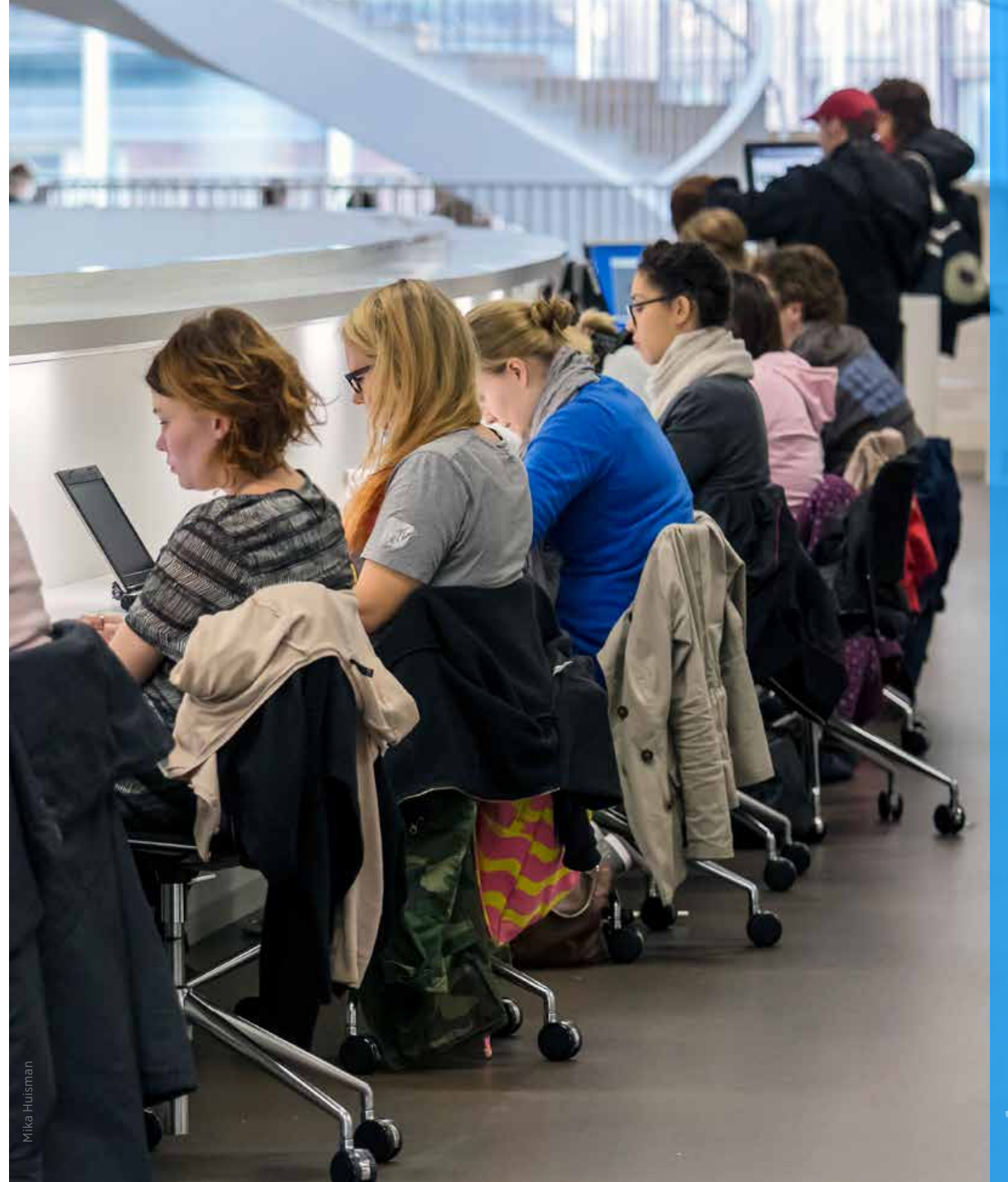
WE DECIDED TO ESTABLISH NEW DEGREE PROGRAMMES AND LAUNCHED A NEW JOINT DEGREE PROGRAMME FOCUSED ON SUSTAINABILITY SCIENCE

- ◆ Our range of sustainability-themed degree programmes is being supplemented by several new programmes:
 - Bachelor's Programme in Food Economy and Consumption
 - Bachelor's Programme in Environmental and Agricultural Economics
 - Master's Programme in Nature, Society and Environmental Solutions
 - Master's Programme in Technologies for Sustainable Use of Renewable Resources
- ◆ In the autumn, the University launched the international Una Europa Joint Bachelor in Sustainability (BASUS) programme under Una Europa alliance collaboration.

The new degree programmes supplement existing programmes linked to sustainability.

Examples of our degree programmes:

- Master's Programme in Ecology, Evolution and Biodiversity Conservation
- Dual Master's Programme in Green Business
- Master's Programme in Urban Studies and Planning
- Master's Programme in Meteorology, Atmospheric and Climate-System Sciences
- Master's Programme in Gender Studies
- Master's Programme in Society and Change
- Master's Programme in Environmental Change and Global Sustainability



Mika Huisman

SOCIETAL INTERACTION

Impact and collaboration

Societal interaction is one of our core duties as defined in the Universities Act. It is realised in a multitude of ways as part of research and education, both in Finland and abroad. Among other things, we actively promote our alumni connections and cross-sectoral collaboration, engage in academic outreach on the campuses and at the research stations, support research-based business ideas, and disseminate research knowledge to wider audiences in many ways.

In 2025–2028, the focus is particularly on measures aimed at domestic and global impact, the popularisation of research, and innovation.

12

policy briefs published in the University of Helsinki Policy Brief (ISSN) series

45

participants in Solutions Circle, a group representing various fields of science and sectors of society convened by Aalto University and the University of Helsinki

+1,000

viewers onsite and online for the Think Corner event on mysterious fungi

+60,000

alumni community members



➤ INTERNATIONAL IMPACT AND NEW COLLABORATION INITIATIVES

- ◆ In November, the University participated in the UN Climate Change Conference (COP30) in Belém, Brazil. The purpose of conference participation was to highlight the central role of research-based knowledge in global climate discussions. The University of Helsinki participated in the Finland pavilion, which enabled businesses, municipalities, research institutes and other organisations to present their climate solutions and expertise to the international audience and policymakers. In collaboration with Aalto University, the University of Helsinki convened a multidisciplinary delegation of professors with expertise in the energy transition, sustainable digitalisation, climate justice and inclusion, land use, and nature-based solutions. The University of Helsinki also contributed to COP30 as an observer organisation.
- ◆ The University was admitted to the esteemed Universitas 21 network, which emphasises sustainability alongside equality, diversity and accessibility. The network brings together top-level universities from all continents. Thanks to this membership, students, researchers and other staff will have access to new opportunities.

UNIVERSITIES BOOSTING COLLABORATION ACROSS SECTORS

Over the course of the year, the University of Helsinki and Aalto University convened a group called Solutions Circle, representing various academic disciplines and societal sectors. Its purpose was to accelerate Finland's green transition and competitiveness as well as establish a model for cross-disciplinary and cross-sectoral collaboration. Solutions Circle had 45 participants representing 25 organisations. In addition to university researchers, the group included specialists from municipalities, businesses, startups, government ministries, foundations and funders.

Read a joint message from the Solutions Circle on the University website: [Finland's competitiveness, security and green transition must be promoted as a whole.](#)



POLICY BRIEFS HELP DISSEMINATE RESEARCH KNOWLEDGE

Policy briefs summarise the latest research-based knowledge and provide advice on how to exploit research findings in policymaking. During the year, 12 policy briefs were published in the University of Helsinki Policy Brief (ISSN) series, including on the health- and resilience-promoting effects of legume consumption (PDF, in Finnish only) and on biodiversity monitoring in Finland in 2025 (PDF, in Finnish only). Explore the policy briefs on the University website.

SUSTAINABILITY-THEMED EVENTS AT THINK CORNER

The University of Helsinki's Think Corner is the living room of science – an open arena for discussion and collaborative activities, where the voices of science and research are heard. In 2025 Think Corner hosted Pörriäisilta, a bug-themed event broadcast live on the Radio Suomi channel of the public broadcaster Yle, presenting the latest research knowledge on flowers and pollinators. The Salaperäiset sienet ('Mysterious fungi') event, which attracted a record audience of over 1,000 people, explored researchers' efforts to develop solutions for an increasingly sustainable future through the use of fungi.

In 2025, the University of Helsinki's Think Corner venue hosted **more than 200 events**.



Sami Tuormiemi



OUR SUPPORT FOR SUSTAINABILITY-THEMED BUSINESS IDEAS

Launched in 2022, the University of Helsinki's Helsinki Incubators continued its operations and clarified its programme structure further in 2025. The Pathways pre-incubator focused on helping students, researchers and staff interested in entrepreneurship. In contrast, the Journeys incubator had three paths: Social Impact, Nature & Sustainability, and DeepTech & AI. During the year, collaboration with universities outside Finland was intensified in several EU countries and the United Kingdom.

Since 2022

- 31 startup programmes completed
- 501 teams
- 106 businesses founded
- 7 R2B projects
- 51% women among startup founders

Most of the business ideas of the teams involved in the incubators are strongly linked to promoting sustainable development. For example, Zipli helps institutional kitchens donate surplus food, EcoGeo Materials captures excess carbon from the atmosphere, and Hello There supports parents of small children.



➤ MUNICIPAL COLLABORATION

- ◆ The University of Helsinki and the City of Helsinki have collaborated on a wide range of topics since 1987. This long-standing collaboration has evolved into a partnership encompassing business incubators, employment support for international students through the UniTalent programme, and the development of higher education collaboration with general upper secondary schools.
- ◆ The University is involved in the Urban Impact project in which the cities of Helsinki, Espoo and Vantaa collaborate closely with researchers from the University and Aalto University. The goal is to bring up-to-date and reliable research-based knowledge to support decision-making and development in these cities. Each year, two to four high-quality research projects related to urban areas are funded. Roughly €400,000 of funding is available to the projects annually.
- ◆ The University of Helsinki and the Vihti municipality concluded a strategic collaboration agreement in 2024, under which they examine ways in which the University's urban and regional studies can support policymaking in Vihti.



➤ ACADEMIC OUTREACH AT RESEARCH STATIONS AND ELSEWHERE

We introduced new science trails at the research stations

- In the spring, a science trail targeted at comprehensive school-age children was opened in the surroundings of the Viikki Research Farm, presenting the area through digital checkpoints while offering the opportunity to enjoy nature. The trail explores the origins and sustainable production of food, and provides information on cereal crops, soil and cattle care. The trail starts in the middle of the research farm courtyard.
- Tvärminne Zoological Station opened a snorkel trail at the Plagen beach in central Hanko, composed of six underwater checkpoints with signs that provide information on the plant and animal species of the Baltic Sea. The roughly 500-metre trail, suited to both children and adults, is linked to the research conducted at the Tvärminne station and is part of the station's broader effort to monitor the status of the Baltic Sea and increase awareness of marine nature.

LUMA Stars programme promotes a sustainable future

Four students of the Helsinki Upper Secondary School of Natural Sciences have the honour of being the first scholarship recipients in the new LUMA Stars programme, launched in pilot form in summer 2025. This new multidisciplinary STEM programme at the University of Helsinki is part of the national STEM strategy and the operations of the national LUMA Centre Finland network. Placing young people at the heart of natural sciences, mathematics, technology and engineering, the programme's content and development are guided by young people's voices, expectations and questions. The programme aims to support their STEM skills and studying as well as a better future for them in accordance with the national STEM strategy. The pilot programme in summer 2025 developed a model based on young people's interests, with the aim of establishing a programme that not only teaches, but also inspires and empowers young people to make a difference.

42,529

people attended the guided tours, workshops and events of the Finnish Museum of Natural History in 2025.

DAILY LIFE AND OPERATIONS

Climate and nature

The Carbon Neutral University of Helsinki by 2030 roadmap provides the framework for the University's climate goals. Over the course of the year, we actively contributed to updating the national theses on sustainable development and responsibility of the Council of Rectors of Finnish Universities, which guide our work. In light of the jointly refined thesis on climate and nature work among universities, as well as changes in the operating environment, the University of Helsinki should also in the future review its carbon neutrality target in a more critical way. In the future, we will transition to a more comprehensive approach focused on the joint consideration of nature and climate effects. The aim is also to gain a better understanding of the university's potential to generate positive impacts on climate and nature.

55,467 tCO₂e

carbon footprint (in tonnes of carbon dioxide equivalent)

6%

return on investment while complying with the principles of responsible investment

2.7%

of overall campus energy consumption covered by renewable energy produced onsite



In 2025, the carbon footprint of University operations was

55,467 tCO₂e

➤ CARBON FOOTPRINT GREW DUE TO CHANGES IN CALCULATION METHODS

Carbon footprint calculation methods were further developed, and the increase in the footprint for 2025 is primarily due to a more ambitious calculation of flight emissions, which now takes into account the entire aviation fuel lifecycle and indirect emissions alongside direct carbon dioxide emissions. Flight kilometres have also increased from the previous year, even though a decrease was seen domestically.

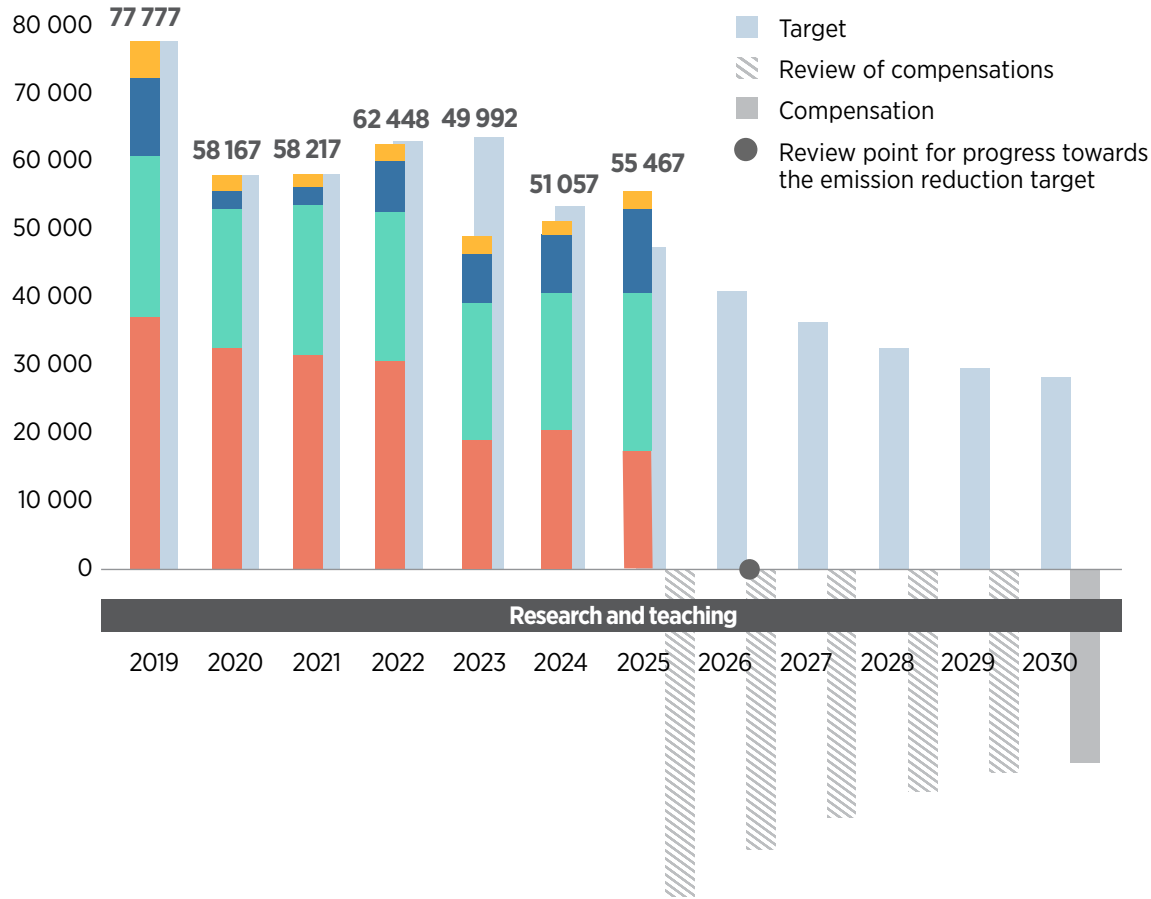
Scope 1 emissions decreased due to reduced heating oil consumption at research stations. In other respects, the University's emissions remained largely unchanged from 2024.

Due to changes in calculation methods, the 2025 figures are not fully comparable with those of previous years.

The University's goal of becoming carbon neutral by 2030 will be reviewed in 2026, particularly critically in terms of emissions reduction measures and their potential.

The University's carbon footprint is calculated in accordance with the Greenhouse Gas Protocol (GHG Protocol). The University of Helsinki takes into account not just direct emissions (Scope 1) and emissions from bought energy (Scope 2), but also indirect emissions (Scope 3), such as travel and procurement.

CARBON FOOTPRINT TREND AND DISTRIBUTION BY EMISSIONS CATEGORY



	2019	2020	2021	2022	2023	2024	2025
Food	5 429	2 491	1 927	2 557	2 252	1 952	2 022
Travel	11 530	2 572	2 627	7 358	8 386	8 781	12 642
Procurement	23 670	20 526	22 081	22 173	20 085	20 202	23 032
Facilities	37 148	32 578	31 582	30 360	19 269	20 122	17 770
Total	77 777	58 167	58 217	62 448	49 992	51 057	55 467

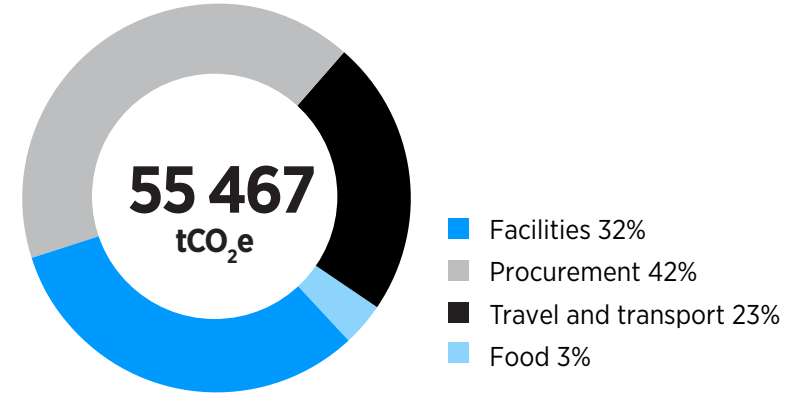


Figure 1. Carbon footprint in 2025 by emission category.

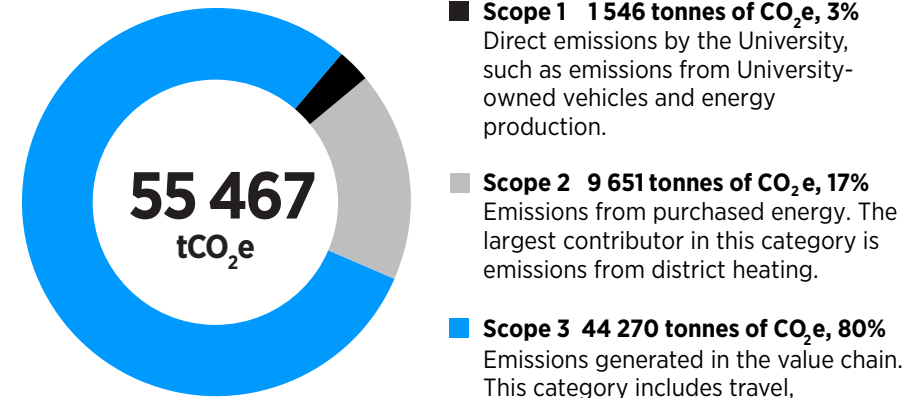


Figure 2. Carbon footprint in 2025 presented in accordance with the GHG protocol.

Due to changes in calculation methods, the 2025 figures are not fully comparable with those of previous years. A more ambitious calculation method has been used for flight emissions, and purchased property maintenance services have been recategorised from Facilities to Procurement.

➤ TOTAL WASTE DECREASED SLIGHTLY

- ◆ The University community recycles and sorts their own waste in accordance with the sorting solutions offered. University of Helsinki Property Services Ltd (HY247) annually monitors the amount of waste by category.
- ◆ In 2025, the total amount of waste was 2,680 tonnes, a decrease of 1.4% from 2024. Total waste includes construction and property maintenance waste, hazardous and special waste, and waste collected from facilities.
- ◆ The latter category constitutes most of the total waste, amounting to 1,869 tonnes in eight sub-categories. Waste from facilities grew by 1.25% from 2024, with the largest increase seen in plastic and metal waste. The largest sub-category was mixed waste, accounting for 41% of the total. Mixed waste was incinerated at Vantaa Energy's waste-to-energy plant, where it was used to produce electricity and district heating.
- ◆ Waste generated in facilities is recovered as material (57.2%), through reuse (1.4%), or as energy (41.3%). This is largely due to the waste-to-energy plant of the Helsinki Region Environmental Services Authority (HSY), where mixed waste is incinerated to produce energy.

Total amount of waste in facilities by waste type in 2025 (tonnes)

	2021	2022	2023	2024	2025
Mixed waste	422	668	685	822	764
Biowaste	224	397	479	541	585
Paper	146	133	102	121	82
Carton and cardboard	84	190	194	225	239
Glass	16	31	32	27	24
Metal	17	37	38	48	53
Energy waste	16	14	8	8	8
Plastic	21	29	38	47	57
Total	946	1499	1576	1846	1869

Further information in the [HY247 responsibility report](#) (in Finnish only)

- Electricity consumption decreased by **0.6%**
- Water consumption decreased by **4.4%**
- Weather-adjusted heat consumption increased by **5.0%**
- The share of renewable energy in energy production was **2.7%**

We are falling behind our goal to increase the production of renewable energy each year so that by 2030 at least 10% of energy consumption will be covered with independently produced renewable energy.

Figures compared to 2024

➤ **ELECTRICITY AND WATER CONSUMPTION DECREASED**

Energy consumption at University properties is among the biggest factors in the environmental impact of the University. Every year, projects to improve energy efficiency are carried out at University properties. In 2025, the solar power plant at Hyytiälä Forest Station was expanded, and a new solar power plant was installed at Vuorikatu 3. In addition, other measures to improve energy efficiency were taken.

In 2025, energy consumption totalled 193 GWh, with heating accounting for 108,695 MWh and electricity for 83,922 MWh. A total of 923.5 MWh of renewable electricity and 3,268.2 MWh of renewable heat were generated. The measured temperature-adjusted heat consumption of University buildings increased by 5%. Measured heat consumption decreased by 3.1%. Compared to 2024, water consumption decreased by 4.4% to 277,304 m³.

Construction project planning encompasses building lifecycles, with each project taking into consideration energy efficiency and investigating the potential for producing renewable energy. The guidelines for low-carbon construction have been introduced in all construction and maintenance projects.

Further information in the [HY247 responsibility report](#).
(in Finnish only).



CAMPUS SPECIES SURVEYS

Bioblitz, a species observation campaign on the Viikki Campus launched in 2024, was carried out again in 2025. This time, species were observed also on the Kumpula Campus in the spring, summer and early autumn. In 2025, some 120 people took part in the observations, but the number of observations fell from the previous year. Recurring observations are important, as they can shed light on changes in the campus environment over time. Collecting Bioblitz observations can help in the development of campus green spaces, for example, to more effectively attract certain species groups that are currently rarely seen.



Veikko Somerpuro

DAILY LIFE AND OPERATIONS

Community wellbeing, equality and diversity

Sustainable wellbeing is built on a solid social foundation. At the University of Helsinki, this means a healthy, equitable and inclusive community where everyone has the opportunity to study, work and participate safely and as themselves.

We promote social responsibility by developing student and occupational wellbeing, strengthening equality and diversity, as well as improving accessibility and participation throughout the University community. Our goal is to identify and dismantle structural barriers, support a diverse community and ensure that we are able to respond to changing needs in a timely and effective manner.





KEY COMMUNITY FIGURES

	2022	2023	2024	2025
Number of staff (December)	8,383	8,574	8,796	9,063
Proportion of women among staff	59%	59%	59%	59%
International research and teaching staff (FTEs)	30%	30%	30%	32%
Proportion of fixed-term employment contracts	54%	54%	54%	55%
Sickness absences (Illness %)	1.71%	1.60%	1.49%	1.33%
Sickness absences related to occupational accidents (FTEs)	3	2	2.1	2.3
Staff turnover	27.5%	27.2%	27.1%	27.0%
Number of students	30,997	31,465	32,039	32,783
Number of international students	2,228	2,572	2,945	2,804



MEASURES TAKEN TO PROMOTE EQUALITY AND DIVERSITY

We published our new equality and diversity plan

The new plan runs from 2025 to 2028 and includes three focus areas: 1) promoting a diverse, accessible, non-discriminatory and anti-racist study and work culture; 2) creating open interaction and transparent practices; and 3) developing the integration of the University's international community and inclusive language practices. The progress of the measures under the new plan is described in appendix on page 49.

Year of promoting language awareness

The theme for equality and diversity efforts in 2025 was 'language-aware University community'. The goal of the thematic year was for the whole community to view a multilingual university as an asset and opportunity. Among other events, several training sessions were organised on this theme throughout the year. The University has already established language awareness guidelines that support everyday multilingual interaction, discussion on language practices and language learning opportunities.

We published accessibility information on University buildings

Accessibility information on the University's buildings as well as public teaching and event facilities were surveyed in 2024 and 2025. In the future, information on facility accessibility will be provided in advance, allowing facilities to be assessed for accessibility. The survey focused particularly on physical accessibility. Building accessibility information is available in the open [City of Helsinki Service Map](#).



Veikko Somerpuro



MEASURES TAKEN TO PROMOTE EQUALITY AND DIVERSITY

We organised events to promote equality

In the summer, Pride events were organised, and in collaboration with the students' mental health association Nyyti, free-of-charge training and webinars of the QueerMieli project were held related to promoting the wellbeing of LHBTIQA+ students as well as the equity and inclusivity of higher education communities.

We increased pay transparency

In 2025, the University published salary statistics by title for the first time, as it wishes to exceed the openness and transparency requirements of the pay transparency directive of the EU. The directive aims to reduce the gender pay gap by increasing salary transparency in the labour market, improving reporting by gender and promoting the development of methods for examining and addressing pay gaps. According to the directive, job titles must be gender neutral. At the University of Helsinki, the last gendered titles were made gender neutral in summer 2024.

We participated in anti-racist accelerator training by the Finnish Institute for Health and Welfare

The training involved 28 organisations from across Finland, enabling them to jointly consider active measures to prevent racism and eliminate its effects in the workplace. At the end of the training programme, the University joined a related statement: [Joint statement: Addressing racism requires commitment from the entire workplace community.](#)



THE UNIVERSITY RECOGNISED AS AN INTERNATIONAL EMPLOYER

- ◆ In 2025, the University won, in the category for public organisations, the International Employer of the Year competition organised by the Junior Chamber International in Finland. In the award justification, the jury noted that the University is a genuinely multicultural and multinational community where nearly one-third of the teaching and research staff have an international background, representing over 100 nationalities.
- ◆ In 2025, the University ranked 15th in its initial appearance in the Young Professional Attraction Index (YPAI) survey, which charts the attractiveness of professional life and employer reputation among professionals with higher education qualifications and up to seven years of work experience. Interesting and diverse duties, organisational values as well as equality, diversity and responsibility emerged as the University's strengths.
- ◆ During the year, the University also participated in a marketing campaign headed by the Startup Foundation's Shortcut initiative, which highlighted the importance of employment-based immigration and international talent for Finland's competitiveness. The University of Helsinki took part in the campaign, as international talent – students, researchers and other employees – are a central part of our University community and societal progress.



1st place

in the International Employer of the Year 2025 competition

15th place

in the Young Professional Attraction Index (YPAI) survey

Veikko Somerpuro



➤ OCCUPATIONAL WELLBEING REMAINS GOOD

Staff workplace wellbeing surveys are carried out every two years in collaboration with the Varma Mutual Pension Insurance Company and partner universities with the aim of examining overall staff wellbeing and identifying strengths and areas for development. The results of the 2025 survey remained positive, with clear improvement seen in orientation and many other areas. Targets for development were identified in facility accessibility and the consideration of personal circumstances, even though the results have improved in these areas. Other development needs were found in the following areas: mental strain of work, stress from changes and opportunities for influence.

Strategic wellbeing goals at the University level are tracked through four indices: supervisory work, job satisfaction, fitness for work, and the Employee Net Promoter Score (eNPS), which measures the likelihood of an employee recommending their employer to others. In the 2025 survey, targets were met for the supervisor index (target 4.1, outcome 4.1), the job satisfaction index (target 4.1, outcome 4.1) and the Employee Net Promoter Score (target 15, outcome 22), while the fitness for work index fell just short of its target (target 4.0, outcome 3.9).

Wellbeing indicators

	2022	2023	2024	2025
Supervisor index	-	4.0	-	4.1
Job satisfaction index	-	4.0	-	4.1
Fitness for work index	-	3.8	-	3.9
Employer recommendation index (NPS)	-	12	-	22

➤ PROMOTING DOCTORAL RESEARCHER WELLBEING

Investments were made in the wellbeing of doctoral researchers and their supervisors, for example, by implementing and piloting a training module for supervisors in the doctoral education pilot.

STATUS AND PROMOTION OF STUDENT WELLBEING

Along with the focus on sustainable wellbeing, a student wellbeing team was established in the Sustainable Wellbeing unit. This will further strengthen the integration of wellbeing across the entire university community in the future. The team will develop individual arrangements and the accessibility of teaching overall. It is responsible for special services related to student wellbeing and fitness for study, including support groups and individual guidance by study psychologists. An increasingly clear overview of student wellbeing will be sought in collaboration with other sectors and faculties. The widening variety of students' study skills and capacity for progress increases the need for teaching, guidance and supervision resources in many disciplines. Everyday studying is hindered, for example, by challenges related to livelihoods and recovery.

OCCUPATIONAL HEALTH SERVICES EXPANDED TO COVER PART-TIME AND HOURLY PAID EMPLOYEES

The University's occupational healthcare agreement with Mehiläinen was renewed during the year, expanding medical care to cover all part-time employees as well as hourly paid teachers and other hourly paid staff. We will also strengthen preventive support measures and communication about them. In the future, occupational health services will emphasise prevention, including support for mental wellbeing and flexibility.

OCCUPATIONAL SAFETY AND SECURITY

Occupational accidents at the University of Helsinki have been on the decline for the past three years. In recent years, the number of occupational accidents has remained stable, even slightly lower than in the education sector in general. The University promotes occupational safety and health in many ways. For example, two week-long periods focusing on the theme were organised in 2025.

Since 2018, the University has had a **student wellbeing group** tasked with, among other things, identifying factors affecting student wellbeing and fitness for study as well as progress in studies, as well as monitoring and supporting the development of the University's teaching and learning environment from the perspective of student wellbeing and fitness for study.

Key student wellbeing figures in 2025

- 717 individual study psychologist sessions
- 68 individual guidance sessions by Career Services (by 8 December 2025)
- 18 Wellbeing Tuesday sessions with roughly 300 participants
- 555 students completed peer tutor training on topics including group guidance and the promotion of equity.
- The University has three university chaplains, each of whom conducts 150–200 individual discussions with University community members annually.



Tuomas Uusheimo



STAFF SKILLS DEVELOPMENT

We invest in the development of staff skills, supporting both a meaningful work experience and the need to respond to changing and evolving skills needs. We enable skills development, for example, by offering a comprehensive range of staff training. Subject to agreement with their supervisors, employees can spend up to 10% of their working hours to develop their skills.

In 2025, we made it possible for staff to complete open university courses at the University of Helsinki free of charge.

In recent years, we have invested particularly in the development of sustainability competencies. We aim to ensure that as many employees as possible have completed at least the Sustainability Starts with Us staff course and are able to assess the link between their personal and professional roles, and the promotion of sustainability and responsibility.

Examples of staff training related to sustainability and responsibility completed in 2023–2025

Staff training	2023	2024	2025
Sustainability Starts with Us	217	107	117
Towards Sustainability Expertise	N/A	9	1
Equal University	2	5	4
Online course on anti-racism for professionals	13	9	2
Online training on ethical guidelines	278	310	285

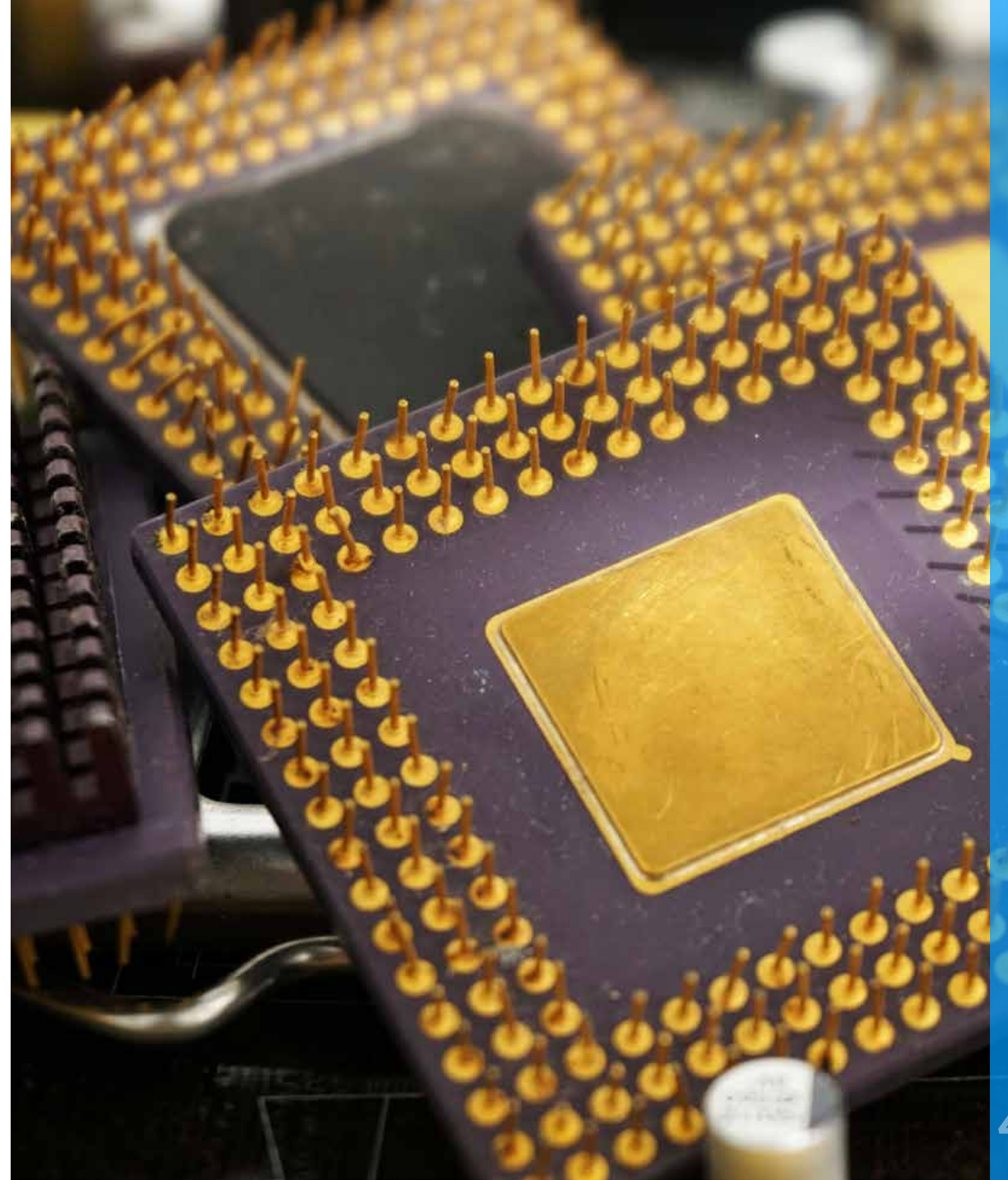
➤ INDEPENDENT INSTITUTES SUPPORTING OUR SUSTAINABILITY AND RESPONSIBILITY EFFORTS

The University operates several independent institutes under the rector, in addition to which several operate under faculties. Read more about University units on the [University website](#).

IT Centre

The IT Centre supports the University's sustainability and responsibility efforts in many ways related to the University's IT services. The IT Centre is for example:

- maintaining a recycling service for IT equipment. In 2025, a total of 4,099 devices (2,128 in 2024) were passed on to the aftermarket, while 2,141 devices (1,576 in 2024) were recycled into raw materials.
- providing University staff and students with equipment for short-term loan for work and studying to promote shared resource use. In early autumn 2025, the service expanded to all campuses.
- operating energy-efficient server rooms in Viikki. Waste heat recovery for the Viikki experimental greenhouses has been implemented previously in one of the rooms. In 2026, a waste heat recovery solution will also be installed in a second room, using it to heat the water supply of the building.
- emphasising responsibility in workstation procurement in particular and in IT procurement more broadly in collaboration with the central governmental procurement body Hansel.





➤ INDEPENDENT INSTITUTES SUPPORTING OUR SUSTAINABILITY AND RESPONSIBILITY EFFORTS

National Library of Finland

- The National Library of Finland's responsibility efforts are guided by its sustainable development programme, whose implementation was reviewed last year. According to the review, the National Library has continued to engage in active dialogue in domestic and international networks, highlighting aspects related to, for example, the sustainability of digitisation and artificial intelligence in seminars, working groups and publications.
- Safeguarding minority languages as well as other sustainability and responsibility perspectives were considered in drawing up the new digitisation programme.
- In 2025, the National Library drew up its AI principles, which emphasise its responsible use. The National Library's interoperability services created methods for automated indexing based on small, resource-efficient language models. The National Library was also involved in the ETKOT project, which established an eight-step model towards responsible AI use. The international ROOT project, with responsibility as a central theme, seeks to strengthen intergenerational dialogue and the climate resilience of young people. During the year, the project designed consultation and solution tools for young people's conversations on climate and career concerns, while considering sustainability issues in creative fields with young people and relevant professionals.
- Social and regional equality in the accessibility of events is central to the National Library's event production, including open access, multilingual captions and openly published recordings.



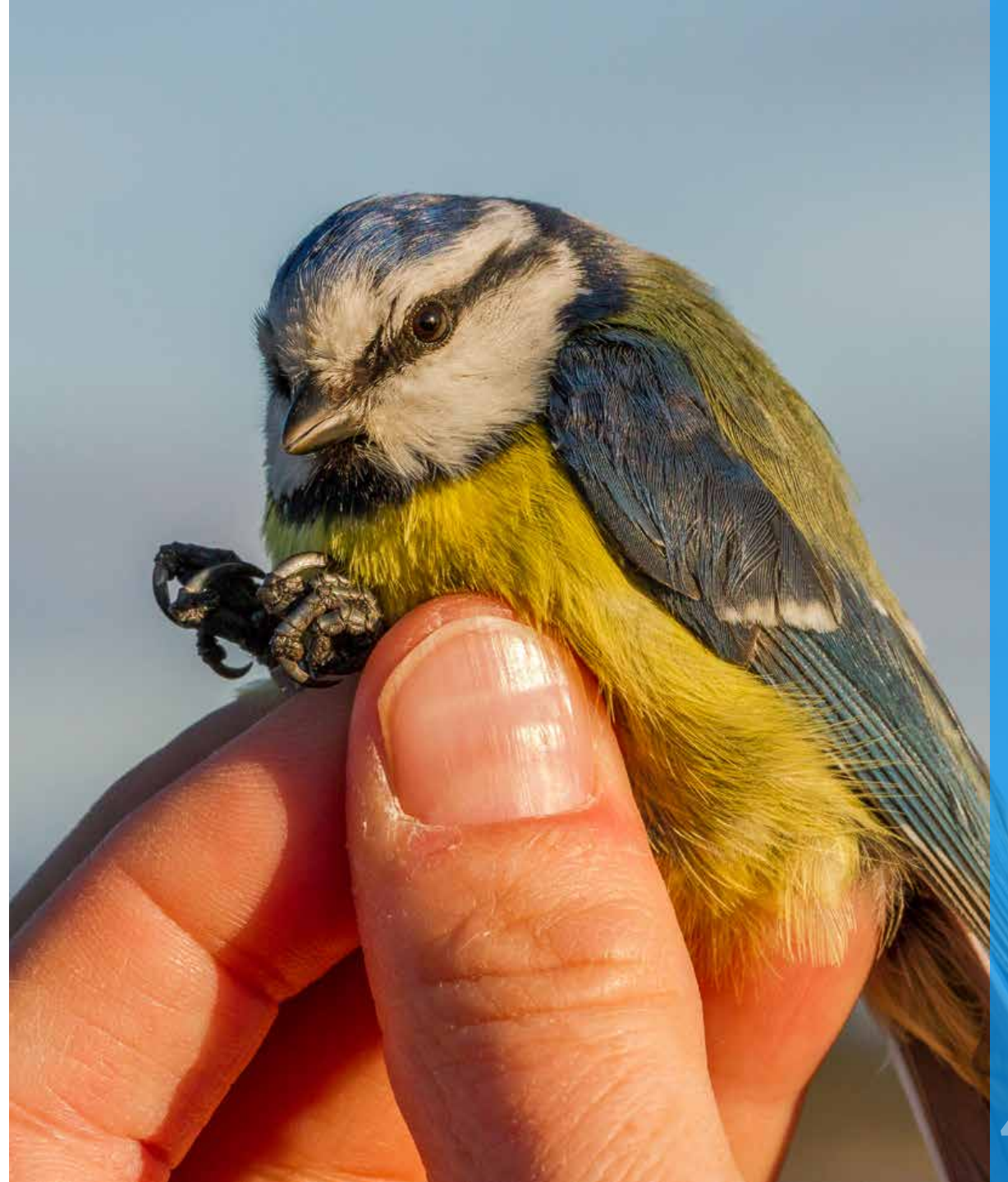
INDEPENDENT INSTITUTES SUPPORTING OUR SUSTAINABILITY AND RESPONSIBILITY EFFORTS

Finnish Museum of Natural History LUOMUS

- Luomus's Forest Home exhibition provided an opportunity to explore the diversity of a natural forest in the city centre. Opened in the summer, the exhibition will run until 5 April 2026.
- Annual bird monitoring coordinated by Luomus reveals, among other things, the impact of climate change on species. The nesting bird censuses of the early summer highlighted the record-breaking decline of many familiar birds throughout census history. Line transect censuses have been carried out since 1975, point censuses since 1984. Read more on the [University website](#).

Helsinki University Library

In 2025, Helsinki University Library launched a project for drawing up a sustainability and responsibility plan, which will support the library's and the University's goals in promoting sustainable development and responsibility. The plan's key purpose is to make visible the work already carried out at the library and to transparently highlight areas where work remains to be done. The goal is to integrate sustainability and responsibility into everyday library operations.



FURTHER INFORMATION AND FEEDBACK

Further information

[University of Helsinki website](#)

[Sustainability and responsibility on the University of Helsinki website](#)

Report layout

Unigrafia / Hanna Sario

Feedback and development suggestions





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Veikko Somerpuro






APPENDIX




Progress of the 2025–2028 Sustainability and Responsibility Plan in 2025

MANAGEMENT AND LEADERSHIP IN SUPPORT OF SUSTAINABLE WELLBEING			
Key measures	Status	Schedule	
<p>We will examine unit-specific supervisory structures and University processes to support success in work and studies, as well as community wellbeing within the carrying capacity of our planet.</p> <p>We will strengthen the links and relationship between existing structures associated with responsibility, such as various organisational bodies, and decision-making. We will establish a new unit under University Services to support the progress of sustainable wellbeing efforts and their link to decision-making.</p>	▶	2025–2026	
<p>We will develop ways to consider sustainable wellbeing in management and leadership by defining clear principles and practices that support value-based and sustainable management and leadership. By 2028, we will integrate sustainable wellbeing into the University's operating model and development activities.</p>	▶	2025–2027	 
<p>We will improve the conditions for the management and supervision of compliance and responsible operations, as well as develop centralised services to support the University community's responsible everyday operations. As a concrete measure, we will launch a project aimed at creating the conditions necessary to establish centralised compliance operations.</p>	▶		
<p>We will establish a new operating model for the research-based development of sustainable wellbeing (research forum).</p>	▶	2025–2028	
<p>We will introduce a model for the knowledge-based management of sustainable wellbeing, encompassing indicators for core duties, as part of the quality management of education as well as the planning and management of operations. As part of the new operating model, we will conduct a sustainability and responsibility survey every other year for staff and students, as well as develop questions on equality and diversity in University surveys.</p>	▶	2025–2028 (responsibility surveys in 2026 and 2028)	
<p>We will target new psychosocial support measures particularly at students and junior researchers.</p>	▶	2025–2028	
<p>We will organise measures in support of early-career researchers and their supervisors (e.g., training module for supervisors of doctoral researchers, as well as the description and compilation of services for postdoctoral researchers) and monitor wellbeing through regular surveys.</p>	▶		
<p>We will carry out the UNICORE project, pledging to promote high-quality research by providing a continually evolving environment that supports research and researchers, as well as by strengthening the diverse career paths and mobility of researchers.</p>	▶	2025–2026	

-  Completed
-  Implementation in progress
-  Not progressed for the time being

SAFETY AND SECURITY MANAGEMENT IN UNITS			
Key measures	Status	Schedule	
Units will draw up their own risk-based safety and security plans as part of their implementation plans.	▶	2025–2028	
We will develop the assessment of responsibility risks and adaptation measures.	▼		


RESPONSIBLE AND INCLUSIVE UNIVERSITY CULTURE: A THRIVING COMMUNITY WITHIN PLANETARY BOUNDARIES			
Key measures	Status	Schedule	
We will implement the emissions reduction measures set out in the 'Carbon neutral University of Helsinki by 2030' roadmap. We will review our emission reduction path every year and revisit our climate claims in 2026. We will ensure that our climate goals for 2030 are considered in operational planning and decision-making.	▶	2025–2028	    
We will adopt a calculation model based on research knowledge and calculate the University's adverse impacts on nature. We will examine our other impacts on planetary boundaries (water, air) and define the necessary measures.	▼	2026–2028	
We will promote a diverse, accessible, non-discriminatory and anti-racist study and work culture. For further details, see the University's equality and diversity plan and accessibility plan.	▶	2025–2028	
We will promote the integration of the University's international community by developing inclusive language practices and by creating better opportunities for international students and staff to be active contributors to both the University community and Finnish society.	▶		
We will improve the conditions for the participation of people with disabilities and increase awareness of individual arrangements.	▶	In accordance with the equality and diversity plan	
We will design incentives for staff and students for activities that promote sustainable wellbeing. We will create incentives for networks, collaboration groups and initiatives stemming spontaneously from the community.	▼	From 2026	


-  Completed
-  Implementation in progress
-  Not progressed for the time being


SUSTAINABLE AND RESPONSIBLE DEVELOPMENT OF PROPERTIES			
Key measures	Status	Schedule	
We will increase the utilisation and occupancy rates of facilities. We will reduce the climate emissions of buildings and their use, and promote green campus spaces. We will establish indicators and goals for the development of green campus spaces.	▶	2025–2028	
We will actively promote energy self-sufficiency in University operations on Viikki Campus by 2040. This will be taken into consideration, for example, in investments and in collaboration plans and agreements concluded with other parties.	▶	-2040	
We will prepare for changes in environmental and extreme conditions caused by climate change by anticipating risks, developing operating models and strengthening the capacity of the community.	▶	2025–2028	
We will consider biodiversity and the circular economy in campus development, construction projects and new initiatives for research and learning environments. In connection with construction investments, we will set environmental goals that support the requirements of the EU taxonomy for sustainable activities and funding, as well as goals for potential certification.	▶		
We will survey and improve the accessibility, including related information, of University premises and teaching and event facilities.	▲		
We will add shared facilities to the campuses, strengthening encounters, inclusivity and interdisciplinarity across unit and campus boundaries.	▶	-2040	

LONG-TERM LIFECYCLE-AWARE RESEARCH INFRASTRUCTURES			
Key measures	Status	Schedule	
We will incorporate plans for developing and monitoring research infrastructures into the operational and financial planning of academic units.	▶	2025–2028	
We will draw up university-level practices for monitoring and reporting on use and operating costs for academic research infrastructures.	▶		


- ▲ Completed
- ▶ Implementation in progress
- ▼ Not progressed for the time being


DEVELOPMENT AND COMMUNICATION OF TEACHING OFFERINGS FOCUSED ON SUSTAINABILITY			
Key measures	Status	Schedule	
We will analyse the current state of our sustainability education offerings for the next curriculum period.	▲	2025–2026	
We will set concrete goals for the development of sustainability teaching and the assessment of sustainability expertise for the next curriculum period to ensure that sustainability permeates our educational offerings.	▶		
We will actively communicate learning opportunities in sustainability to staff, students, alumni and external stakeholders, encouraging them to complete these studies.	▲	2025–2028	

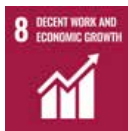

PROMOTING SUSTAINABLE WELLBEING THROUGH CONTINUOUS LEARNING			
Key measures	Status	Schedule	
We will assess the further skills development needs of staff with regards to sustainable wellbeing and determine the necessary further measures.	▼	2025–2028	
We will increase our staff’s skills by offering free-of-charge open university courses related to their professional duties.	▲	From 2025	
We will develop professional specialisation education in environmental expertise and micro-credentials related to sustainable wellbeing.	▼	2025–2028	

SOLUTIONS FROM MULTIDISCIPLINARY AND INTERDISCIPLINARY RESEARCH			
Key measures	Status	Schedule	
We will develop support for assessing sustainability and responsibility for University researchers. We will introduce the digital MyResearch tool for managing compliance in research projects.	▶	2027–2028	
We will draw up University guidelines for the responsible assessment of research and researchers.	▶	2025	
We will revamp the practices of research assessment (RAUH 2025) to match the international commitments of responsible assessment (CoARA).	▶		
We will develop indicators to assess, develop and highlight our sustainability research.	▼	2026–2028	

- ▲ Completed
- ▶ Implementation in progress
- ▼ Not progressed for the time being

NATIONAL AND GLOBAL IMPACT			
Key measures	Status	Schedule	
We will support the role of research-based knowledge in key international negotiations, such as the UN Climate Change Conferences. We will identify other key events and forums related to the promotion of sustainable wellbeing.	▶	2025–2028	
Together with Aalto University, we will enhance the impact of the Science for Sustainability event.	▲	2025	
We will invest in strategic Nordic, European and global collaboration on the basis of responsible international engagement. We will establish new strategic partnerships and programmes, including one focused on the Nordic countries, clarifying the shared Nordic value base and the global collaboration based on it.	▶	2025–2028	

SCIENTIFIC LITERACY AND POPULARISATION OF RESEARCH			
Key measures	Status	Schedule	
We will assist faculties in organising impactful events that not only focus on content appealing to target groups, but also take into consideration sustainability, staff wellbeing and event safety and security.	▲	2025–2028	
We will popularise the latest research achievements and provide background information on topical issues. We will explain how research benefits society.	▶		
We will support researchers in generating information to support public discussion and decision-making, for example, through communication and by producing materials for drawing up policy briefs.	▶		

SOLUTIONS TO GLOBAL CHALLENGES FROM INNOVATION			
Key measures	Status	Schedule	
We will establish a series of innovation and entrepreneurship courses aimed at guiding the transformation of high-quality research ideas and discoveries into novel solutions that will benefit society, the environment and the economy.	▶	2025–2026	 

- ▲ Completed
- ▶ Implementation in progress
- ▼ Not progressed for the time being

Progress of the 2025–2028 Equality and Diversity Plan in 2025



IMPROVING THE CONDITIONS FOR THE INCLUSION OF PEOPLE WITH DISABILITIES		
Key measures	Status	Schedule
We will improve the accessibility information of University premises and teaching and event facilities.	▶	2025–2028
We will increase the availability of information on presentation pages with information on facilities' induction loops as well as audio and lighting systems.	▼	
We will map the accessibility information on campuses and expand digital and physical accessibility maps.	▲	
We will continue to implement the employment programme.	▲	
We will promote the planning and possible piloting of a traineeship programme for people with disabilities.	▼	
We will start planning a peer support program for students with disabilities.	▼	
We will celebrate the United Nations' International Day of Persons with Disabilities on 3 December.	▲	

INCREASING AWARENESS OF INDIVIDUAL ARRANGEMENTS		
Key measures	Status	Schedule
We will train and inform teaching and research staff as well supervisors on individual arrangements so that <ul style="list-style-type: none"> the threshold of students and employees in need of them to apply for them is lowered. the experience of requesting individual arrangements for different courses or jobs is a positive one. 	▶	2025–2028
We will support curriculum design to decrease the need for individual arrangements.	▲	
We will develop a feedback indicator: How has the satisfaction among students/employees in need of individual arrangements been realised.	-	

DEVELOPING KNOWLEDGE-BASED MANAGEMENT OF DIVERSITY AND OF EQUALITY		
Key measures	Status	Schedule
We will exploit the results of surveys on equality and diversity, such as information obtained from the workplace wellbeing survey and Finnish Bachelor's Graduate Survey.	▲	2025
We will map the usefulness of existing indicators (e.g. HowULearn, Norppa, Una Europa and LERU) in our organisation.	▼	2025–2028
We will encourage students to complete master's theses on topics related to equity and diversity and offer them actively.	▼	
We will assess the realisation of the measures of the Equality and Diversity Plan with an annual report.	▲	

TAKING INTO ACCOUNT THE WELLBEING OF STAFF AND STUDENTS BELONGING TO GENDER AND SEXUAL MINORITIES		
Key measures	Status	Schedule
We will map out opportunities for collecting information on what measures and support systems the University could provide to safeguard the need of LGBTQIA+ people for a peaceful research, work and study environment, as well as to ensure academic freedom and freedom of speech as effectively as possible.	▼	2025–2028
We will cooperate with students' mental health association Nyyti's QueerMieli project.	▶	2025
We will take part in the annual Pride event.	▲	2025–2028

▲ Completed ▶ Implementation in progress ▼ Not progressed for the time being

* Several completed measures are partly ongoing activities or have become part of the continuous operations.

ORGANISATION OF EQUALITY AND DIVERSITY TRAINING AND EVENTS		
Key measures	Status	Schedule
Each year, the Equality and Diversity Committee will decide on a theme under which guidelines, operating models and important discussions will be highlighted.	▲	2025–2028
We will organise research-based training and events that utilise the University's internal expertise and take into account the topical nature of the training content.	▲	
We will communicate more effectively about the University's online training modules.	-	
We will utilise various kinds of facilitation material (e.g., e.g., responsible interaction in the University community, ethical guidelines and the University's values).	▲	
We will prepare discussion sessions for the entire University community and Q&A sessions creating safe opportunities to highlight equality and diversity issues.	▶	

PROMOTION OF SALARY TRANSPARENCY AND EQUALITY		
Key measures	Status	Schedule
We will publish data on average salaries broken down more precisely by gender.	▲	2025–2028
We will draw up statistics of staff groups performing the same or equivalent duties.	▲	
We will develop policies for analysing and investigating the causes of any differences in salaries by gender identified in the statistics.	▲	
We will develop policies and adopt measures that can address salary differences lacking rational explanation.	▲	

▲ Completed ▶ Implementation in progress ▼ Not progressed for the time being

* Several completed measures are partly ongoing activities or have become part of the continuous operations.

STRENGTHENING THE UTILISATION OF RESEARCH ON ANTI-RACISM		
Key measures	Status	Schedule
The University of Helsinki is participating in THL's anti-racism project in 2025, which aims to strengthen competence in anti-racism and the anti-racist structures that exist in an organisation.	▲	2025
We will consolidate research-based perspectives on racism and anti-racism within the University community in its entirety and in our equality and diversity efforts.	▶	2025–2028
We will develop processes related to the reporting, documenting and monitoring of racism as well as support for those affected by racism.	▶	
We consolidate teaching on anti-racism, the provision of multidisciplinary courses on anti-racism, and mapping and developing cooperation between faculties for anti-racism education.	▶	
We will employ an antiracist approach in various University community events, such as staff training and other events.	▶	
We will develop ways to identify structural obstacles affecting the career paths of researchers and teachers with international backgrounds or identifying with racialised minorities.	▶	
We will encourage the writing of theses from anti-racist perspectives on the University community as well as the identification and development of antiracist tools.	▶	

DEPLOYMENT OF THE GUIDELINES FOR LANGUAGE AWARENESS AT THE UNIVERSITY		
Key measures	Status	Schedule
Through language awareness in activities we will take better into account the linguistic diversity of the community while keeping in mind that we are all responsible for establishing an open community that values the use of diverse languages.	▲	2025–2028
We will put the guidelines into practical use (with the help of training events, discussions with supervisors and information sessions for new students) and remove obstacles to participation while enabling the development of language skills.	▶	
We will expand the use of language recommendations from administrative bodies to the University's other decision-making bodies, such as various steering groups. In expanding the language recommendations, we will take into account the University's administrative languages (Finnish and Swedish) and share best practices.	▶	

INCORPORATING INTERNATIONAL MEMBERS OF STAFF AND STUDENTS INTO THE UNIVERSITY COMMUNITY AND FINLAND		
Key measures	Status	Schedule
We will determine University-level language principles for recruitment.	▲	2025
We will consolidate measures to promote the inclusion and sense of belonging of international staff and students in the University community and Finnish society.	▶	2025–2028
We will support learning of the national languages.	▶	
We will support the integration of staff as well as their spouses and families.	▲	
We will offer targeted services to international students, for example, through international student services.	▶	

▲ Completed ▶ Implementation in progress ▼ Not progressed for the time being

* Several completed measures are partly ongoing activities or have become part of the continuous operations.



UNIVERSITY OF HELSINKI