

# **Sustainability Report 2021/2022**

## **Goals & Actions 2023/2024**

## Research

Goals	Actions	Responsible unit
<b>Intensify inter- and transdisciplinary research related to Sustainable Development Goals</b>	Continue and intensify collaboration in the new research network Sustainable Future, develop larger interdisciplinary research projects	Managing Director of the research network Sustainable Future
	Organize events and activities to promote interdisciplinary exchange between academics	Grants Office Sustainability Office
<b>Promote sustainability in everyday research practices</b>	Support decentralized working groups in the faculties and departments that work for more sustainable practices in their research activities (e.g. green lab projects)	Sustainability Office Campus Services
	Reduce breeding and husbandry of excess animals that cannot be used in experiments	Animal Facilities & Animal Welfare 3R Coordination Office Vice President's Office for Research
	Sign and implement the Swiss Culture of Care Charter and ongoing funding for the implementation of the 3R approach (replacement, reduction, refinement)	3R Coordination Office Animal Facilities & Animal Welfare Vice President's Office for Research Communication & Marketing
	Identify research projects that contribute to Sustainable Development Goals ("tagging") to reveal focus and strengths of sustainability-related research at the University of Basel	Vice President's Office for Research Sustainability Office
<b>Increase the visibility of research on sustainable development at the University of Basel</b>	More communication of existing sustainability-related research; providing motivation for joint proposals and research projects	Grants Office Sustainability Office

## Dialog

Goals	Actions	Responsible unit
<b>Increase the visibility of research on sustainable development and strengthen international and regional dialog</b>	Hold the “Future Dialog” event series and additional public events to increase dialog with politics, business and civil society	Managing Director of the research network Sustainable Future
	Cooperate and participate in shared sustainability activities with the trinational Eucor alliance; dialog in connection with the Klimaplattform der Wirtschaft Region Basel	Research network Sustainable Future Sustainability Office
<b>Firmly establish students’ Sustainability Week at the University of Basel</b>	Hold Sustainability Week Basel 2023 and 2024 with the support of the Sustainability Office	AG Nachhaltigkeit
<b>Greater visibility of sustainability-related issues at the University of Basel for staff and students</b>	Hold at least one public event per semester on one of the Sustainability Report's key topics	Sustainability Office
	Communicate eight UniNews articles per year on sustainability-related topics	Sustainability Office Communications & Marketing

## Teaching

Goals	Actions	Responsible unit
<b>Make sustainability-related courses more visible and easier to find</b>	Catalog all courses related to sustainability; label all courses related to sustainability – with updates each semester – and improve the search function in the central course directory	Sustainability Office Student Services
	Continue IMPULS funding for teaching staff with at least three courses per semester. Formulate a concept for further development and continuation post-2025	Sustainability Office
<b>Successfully implement the IMPULS program for sustainability in teaching</b>	Create an interactive online “Sustainability” course (Tales) providing an introduction to sustainability in light of the Swiss energy transformation	New Media Center Research network Sustainable Future Sustainability Office
	Improve communications, in particular by the Transfaculty Cross Section Program Sustainable Development, e.g. via UniNews, social media, etc.	Sustainability Office TQNE Leadership
<b>Further development of expertise among lecturers in to the area of sustainability &amp; Sustainable Development Goals</b>	Continue and further develop continuing education course offerings for university teaching staff; offer at least two courses per year	Sustainability Office

## Carbon Footprint

Goals	Actions	Responsible unit
<b>Reduce greenhouse gas emissions</b>	Develop an implementation concept to minimize greenhouse gas emissions; set reduction targets and key measures connected to the university's climate strategy	Sustainability Office Infrastructure & Operations

## Energy & Water

Goals	Actions	Responsible unit
<b>Reduce energy consumption at the University of Basel</b>	For certain, energy-intensive buildings, University of Basel aims to achieve energy savings of 15% for electricity and 5–10% for water use. Measures will be agreed with the participants in each case based on the ownership structure and associated detailed agreements	Project Management & Engineering Campus Services
	Gradually centralize server rooms at the University of Basel to benefit from energy use advantages	IT Services
	Open central cooling system in the second quarter of 2021. Replace inefficient cooling systems	Project Management & Engineering Campus Services
<b>Increase the share of renewable energies and use of waste heat to cover the university's energy requirements</b>	Install two new photovoltaic systems	Project Management & Engineering
<b>Improve data collection and monitoring of energy and water consumption</b>	Automate data evaluation in the energy management and monitoring system (EMMS), develop a reporting concept for user groups in the various buildings	Project Management & Engineering
<b>Reduce water consumption at the University of Basel</b>	Optimize monitoring of water consumption (drinking and process water), review water-saving measures at the campus level	Facilities Campus Services

## Procurement & Recyclables

Goals	Actions	Responsible unit
<b>Reduce special and hazardous waste</b>	Integrate the topics of special waste, environmentally responsible disposal, and waste prevention into online courses on safety topics made available to (laboratory) staff	Safety & Security
<b>Integrate sustainability into procurement</b>	Develop and implement a continuing education workshop on sustainable procurement for members of the university community who are involved in procurement processes	Sustainability Office Facilities Controlling & Services
	Create and implement sustainability guidelines for delivery companies and service providers; integrate sustainability criteria in submissions and procurement	Sustainability Office Facilities Controlling & Services
<b>Improve data collection on recyclables</b>	Implement waste monitoring in all relevant University of Basel buildings; set up central data collection for recyclables; publish in Sustainability Report every two years	Facilities Campus Services Sustainability Office

## Catering

Goals	Actions	Responsible unit
<b>Continue to expand the range of sustainable products</b>	Increase sales of vegan and vegetarian menus by expanding the product range and making it more attractive	Catering Office Sustainability Office
	Expand the range of sustainable products by increasing the number of certified label products (at least 70% ASC/MSC for fish and seafood, 50% BTS/RAUS for beef/pork, 100% BTS RAUS for veal)	SV Group Sustainability Office
<b>Reduce catering-related greenhouse gas emissions</b>	Communicate CO <sub>2</sub> emissions per meal and other sustainability numbers at catering locations in order to raise awareness among guests	Catering Office Sustainability Office
	Develop a new monitoring system for evaluating the percentage of vegan/vegetarian menus and greenhouse gas emissions caused by catering	SV Group Sustainability Office
<b>Reduce catering-related waste</b>	Successively increase number of drinking water dispensers in buildings with high student and staff use in order to reduce use of PET and other plastic bottles	Catering Office

## Real Estate

Goals	Actions	Responsible unit
<b>Implement and ensure sustainable construction</b>	Incorporate sustainability into construction of new buildings, beginning with the invitation to tender	Facilities
	Develop minimum standards for sustainability of new buildings of which the University of Basel is the tenant (integrate into functional specifications, leases)	Facilities

## Financial Investments

Goals	Actions	Responsible unit
<b>Consider sustainability criteria in financial management of non-current assets and incremental development of a consolidated system for sustainability reporting</b>	Sustainability analysis and report regarding ESG criteria and compliance with the exclusion list of managing banks and measurement of quarterly performance, standardized for all mandates	Investment Committee
	Rework investment regulations to take into account sustainability issues	Investment Committee



## Mobility

Goals	Actions	Responsible unit
<b>Reduce flight-related greenhouse gas emissions by 30% compared with 2017-2019 baseline</b>	Implement resolved steps of the “less for more” flight travel project, continue to monitor flight data, implement awareness-raising steps and support for decentralized units	Sustainability Office Accounting Department All departments, faculties & institutes
	Implement a preliminary project to assess the financial framework and organizational structure needed for improved equipment, maintenance and support of rooms for virtual meetings at the University of Basel	Educational Technologies IT Services Facilities
<b>Improve infrastructure and support for virtual meetings</b>	Set up several classrooms in the Kollegienhaus (main building) with the necessary technical equipment for virtual meetings	Facilities Project Management & Engineering
	Record business travel-related emissions broken down by means of transport (air, rail, car) from 2021	Accounting Department Sustainability Office
<b>Improve data on mobility-related greenhouse gas emissions</b>		

## Work Conditions

Goals	Actions	Responsible unit
<b>Ensure attractive, motivating and healthy working conditions</b>	Design new digital on-boarding process	Human Resources
	Further develop care case management (develop advising offerings for staff and students)	Human Resources
	New concept for and setup of a preventative health promotion, with a special focus on mental health	Leadership & Development
	Perform an equal pay analysis across the whole university; monitor ratio of female and male pay with the goal of: equal pay for work of equal value	Human Resources
	Develop and implement steps to improve visibility and awareness of health-related offers through diverse communication channels and implementation in various advanced education options	Leadership & Development
	Conduct an operational health management analysis to identify possible action areas	Leadership & Development

## Diversity & Inclusion

Goals	Actions	Responsible unit
<b>Improve the protection and observance of personal integrity of university members</b>	Sharpen and further develop the prevention concept to protect personal integrity	Personal Integrity Coordination Office
	Plan and implement a pilot project to facilitate inclusion from modest socioeconomic circumstances as well as students with a migration background	Diversity & Inclusion
	Develop the process of compensating for disadvantages in cooperation with faculties at lecturer/subject level: Raise awareness, transparency, skills, resources	Students Without Barriers
<b>Further expand existing services for students with impairments</b>	Enable students with impairments to participate in hybrid teaching through various measures: information for teaching staff, investigation of need for counseling and support, creation and development of support offers, and ensuring the benefits of hybrid teaching can be included in the long term	Students Without Barriers

## Family Friendliness

Goals	Actions	Responsible unit
<b>Expand range of family-friendly services</b>	Implement the objectives agreed in the “audit familiengerechte hochschule” as well as successful re-auditing	Diversity & Inclusion
	Amend regulations on care of close relatives and introduce paid paternity leave as part of revised 2021 staff regulations	Human Resources Diversity & Inclusion

## Leadership & Development

Goals	Actions	Responsible unit
<b>Intensify a respectful management and collaboration culture</b>	Hold introductory seminars (advanced education option) for newly appointed professors	Leadership & Development General Secretariat
	Set up the new website “Advice Guide” and improve visibility and awareness of options via diverse communications channels	Leadership & Development General Secretariat
<b>Improve organizational culture relating to the values and cooperation laid out in the Code of Conduct</b>	Improve culture relating to the Code of Conduct, inclusion, and respectful collaboration in courses and events created for this purpose	Leadership & Development Diversity & Inclusion Personal Integrity Coordination Office
	Create development program for staff	Leadership & Development

## Engagement

Goals	Actions	Responsible unit
<b>Fund student projects and support student commitment to sustainability</b>	Technical and financial support of the AG Nachhaltigkeit for student projects relating to sustainability, max. CHF 2,000 per project	Sustainability Office skuba
	Conduct a feasibility study for additional roof greening projects; joint planning by a student project group and Facilities	Campus Services
	Implement university-wide guidelines for transfer of Campus Credits for activities relating to university self-governance and student associations and initiatives; community guidelines on faculty websites	Faculties
<b>Strengthen visibility of sustainability in the academies and participation of the faculties and groups</b>	Channel the concerns and ideas of the faculties, groups, and administrative divisions in the new Sustainability Committee; develop recommendations for strategic projects in the area of sustainability	Sustainability Committee

## Economic Importance & Innovation

Goals	Actions	Responsible unit
<b>Increase the impact of Innovation &amp; Corporate Relations</b>	Support the creation of at least six new start-ups per year	Innovation Office
<b>Strengthen the innovator community at the University of Basel</b>	Greater support of diversity in the foundation of start-ups through workshops, events and community building; at least two events per year	Innovation Office
<b>Increase expertise and skills in innovation and entrepreneurship</b>	Continue to develop range of courses through topics such as: Leadership & Culture and Communication of Sustainability Issues	Innovation Office